



## GENDER PAY GAP REPORT

### Gender Pay Gap – The results reported March 2023

Aston Manor Ltd is the second largest manufacturer of cider in the UK. We have production and packaging facilities in Birmingham and Tiverton (Devon) with a fruit processing and pressing facility situated in Stourport-on-Severn in Worcestershire. The heart of our Logistical operations and Head Office are based in Witton in Birmingham. Our results presented below are based on data as of the 5<sup>th</sup> April 2022 (the snapshot date). The gender pay gap is a measure of the difference between men's and women's average earnings across our business; it is not a measure of equal pay.

Our headcount split at the snapshot date was 79.3% male and 20.7% female. This is reflective of the industry and sector in which we operate however, the number of females employed compared to last year has increased by 1.4% from 19.3% to 20.7% of overall headcount which is a positive measure of our success in moving towards a more gender-neutral workforce mix.

This table illustrates the median (middle) and mean (average) gender pay and bonus gap based on hourly rates of pay (male compared to female).

Pay	Median	Mean
Hourly pay	-3.1%	-4.4%
Bonus Pay	13.2%	39.6%

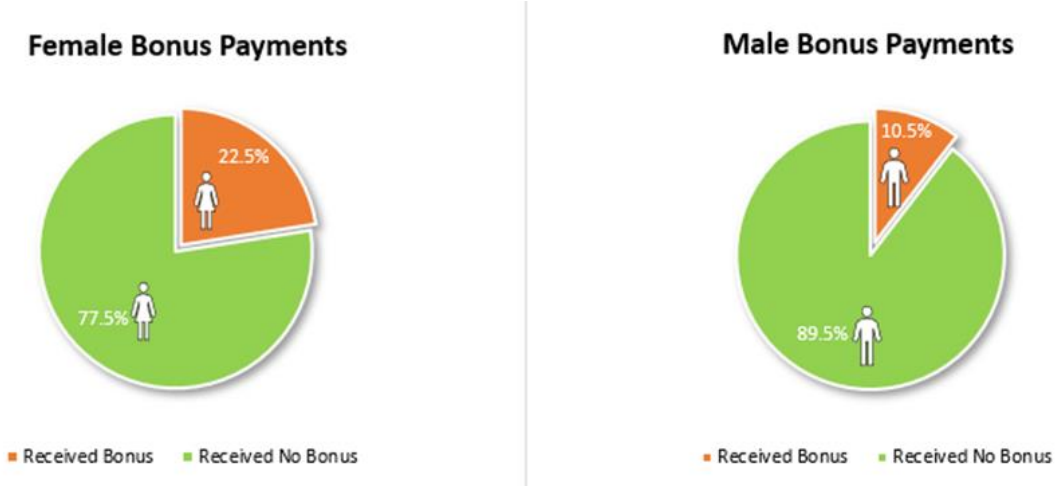
Within our manufacturing, pressing and logistics operations, pay rates for our operators are exactly the same irrespective of gender. We recognise that these roles are predominantly occupied by males which is typical of the industry in which we operate. There is a recognition that we have a higher proportion of males in Executive leadership posts, although, we do have a greater proportion of females in leadership positions within the business overall. This is positively reflected in the table above particularly with both the median and mean hourly pay rates. We have a three-tiered bonus structure for all eligible employees and within each bonus structure there is parity in the maximum percentage bonus awarded to both males and females.

Compared to last year, the median hourly pay gap has reduced from -11.7% in 2021 to -3.1% in 2022 less favourably towards females. Similarly, the mean hourly pay gap reported has reduced from -11% in 2021 to -4.4% in 2022. Although both the median and mean hourly pay gaps have become closer, these pay gaps are still in favour of females. A positive change has been made in increasing the percentage of females in the lower middle quartile from 12.2% in 2021 to 21.4% in 2022 and in the upper middle quartile from 14.9% in 2021 to 15.7% in 2022. This positive quartile increase has adjusted downwards the female average explaining the reduction in the still positive median and mean hourly pay gaps.

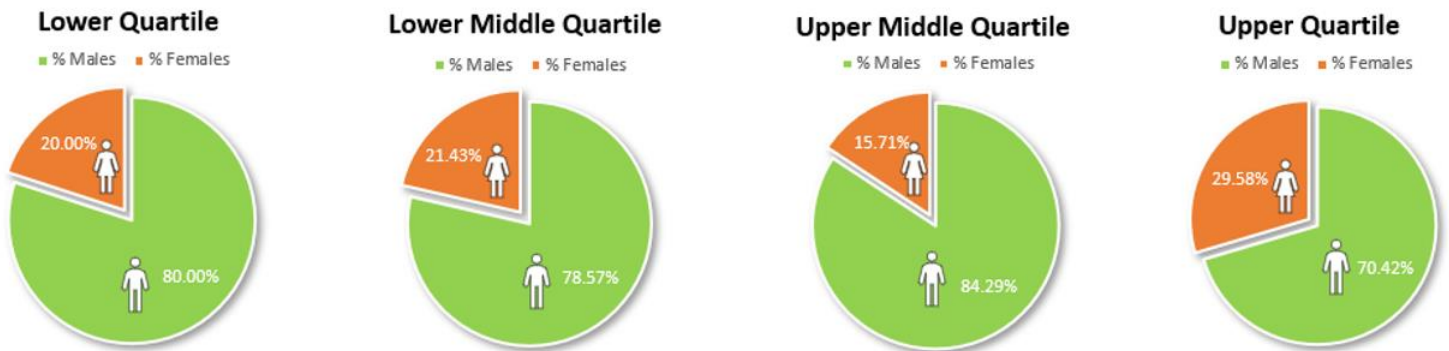
A positive step change has been made in the reduction of the median bonus pay gap. The median bonus pay gap has seen a reduction from 15% in 2021 to 13.2% in 2022. The mean bonus pay gap however, has widened from 9% in 2021 to -19.7% in 2022. This would be due to one particular tier of our three-tiered bonus structure being predominantly male, which means that at the snapshot date that these results are reported, this has negatively impacted a previous positive trend.

## The proportion of men and women receiving a bonus payment

The percentage of females in receipt of a bonus payment decreased slightly by 2.1% from 24.6% in 2021 to 22.5% in 2022. Similarly, although slightly less in comparison to females, there was a decrease of 0.5% in males receiving a bonus payment in the same period from 11.0% to 10.5%. However, the charts below indicate that more females attracted and were paid bonuses in comparison to males at the snapshot date these results are reported.



## The proportion of men and women in each quartile band



The charts above illustrate the proportion of males and females in each quartile band. This again is indicative of our majority male workforce, particularly in the lower and lower middle quartiles as these in the main, are reflective of our core production, warehousing and transport roles which are occupied predominantly by males. The upper quartile in comparison, comprise of an increased percentage of females which again is reflective of the nature of the roles carried out in administrative, management and leadership positions. There has been a welcomed increase in females in the upper middle quartile and upper quartile of the business compared to last year. In the upper middle quartile, the number of females has increased by 0.85% from 14.86% in 2021 to 15.71% in 2022. In the upper quartile, the number of females has increased by 0.25% from 29.33% in 2021 to 29.58% in 2022 due to an increase in females being in leadership and managerial roles. Although the increase is slight, this demonstrates, since last year's reporting, a further build on our commitment to being diverse and inclusive at all levels of the organisation.

### **What steps have we taken so far...**

We continue to objectively assess the value of each role in the business by using benchmarking activities when promoting, recruiting and at annual pay review time to ensure we retain skills and talent within the business.

Our recruitment process and policy ensure fairness and includes training on best practice for all hiring managers which embraces equality and diversity

We have previously enhanced and formalised our flexibility and work-life balance offering and since, further invested in our wellbeing and emotional leadership agenda with inclusion at all levels and groups of colleagues throughout the business being at the heart of our decisions.

### **What do we plan on doing next...**

We actively continue to look at opportunities to address the gender gap throughout the business. We plan to further review and conduct an 'organisational health-check' on our total offering as a business against the backdrop of the continuing challenges presented by the economic climate to ensure relevance of what is being offered in order to both attract and retain talent.

As a company we want to employ the best people for the jobs we offer, whilst paying competitively in order to develop and embed a high performing culture and become an employer of choice.

I confirm the information published is accurate.

**Gordon Johncox**  
**Chief Executive Officer**