



GENDER PAY GAP REPORT

Gender Pay Gap – The results reported for March 2024

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 5th April 2023 (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 78.7% male and 21.3% female. This is reflective of the industry and sector in which we operate however, the number of females employed at Aston Manor, has consecutively increased since 2017 (15.3%) to 2023 (21.3%) by 6% (pp).

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	-8.0%	-11.1%
Bonus Pay	-5.3%	37.7%

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. 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.

Positive progress has been made in addressing the gender pay gap at Aston Manor. Compared to last year, the median hourly pay gap has reduced from -3.1% in 2022 to -8.0% in 2023 more favourably towards females. Similarly, the mean hourly pay gap reported has reduced from -4.4% in 2022 to -11.1% in 2023 in favour of females and show a reduction in the pay gap.

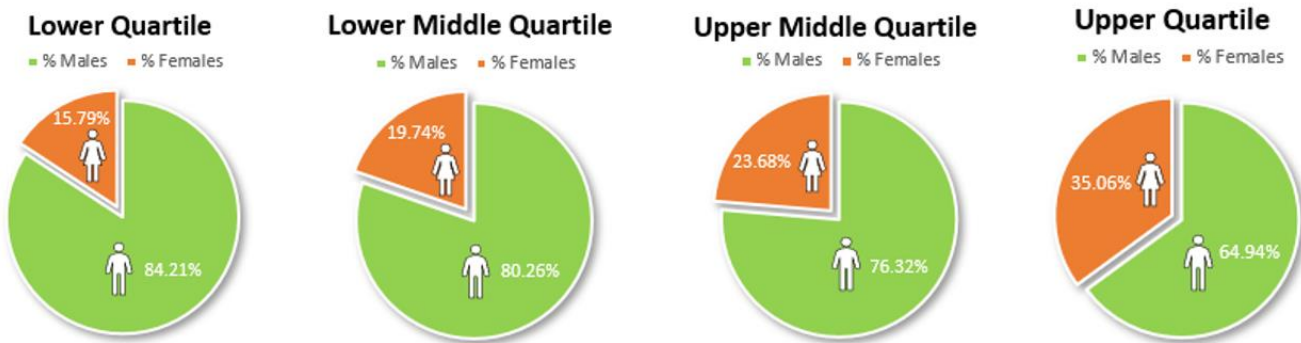
The median bonus pay gap has seen a great reduction from 13.2% in 2022 to -5.3% in favour of females in 2023. The mean bonus pay gap, has also seen a positive reduction from 9% in 2021 to 37.7% in 2023. This would be due to there being more senior paid females in the business affecting positively, one particular tier of our three-tiered bonus structure.

The proportion of men and women receiving a bonus payment

The percentage of females in receipt of a bonus payment decreased slightly by 2% from 22.5% in 2022 to 20.5% in 2023. Similarly, although slightly less in comparison to females, there was a decrease of 0.3% in males receiving a bonus payment in the same period from 10.5% to 10.2%. 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, comprises of a larger 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 a tremendous 7.97% from 15.71% in 2022 to 23.68% in 2023. In the upper quartile, the number of females has increased by another noteworthy 5.48% from 29.58% in 2022 to 35.06% in 2023. This is due to an increase in females being in leadership and managerial roles.

These impressive increases demonstrate another consecutive build year on year to Aston Manor’s commitment to being diverse and inclusive at all levels of the organisation, not just diverse in our gender footprint but also by embracing diversity of unique insights, experiences, and ideas that help shape our organisational excellence.

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 pay gap throughout the business. As planned and shared in last year's report, we have reviewed and conducted 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. Much research has been collated in a transparent and collaborative way with our colleagues to ensure any proposed changes are fit for purpose and aligned with the requests from the diverse footprint and demographics of our workforce. These findings shall be shaped in 2024.

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