



GENDER PAY GAP REPORT

Gender Pay Gap – The results reported for March 2025

Aston Manor Ltd is the second largest manufacturer of cider in the UK by volume. 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 2024 (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 77.7% male and 22.3% 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 year on year since 2017 (15.3%) to 2024 (22.3%) by 7% (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	-13.7%	-12.7%
Bonus Pay	8.55%	48.96%

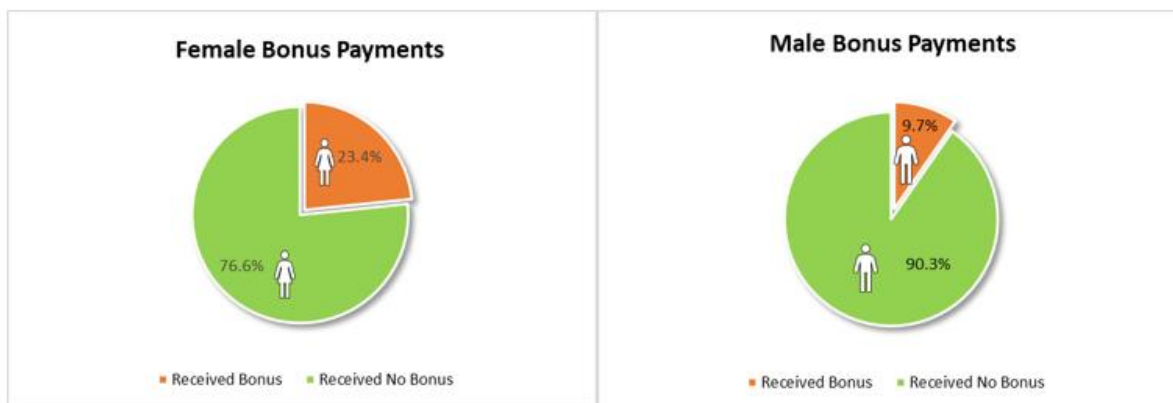
Within our manufacturing, pressing and logistics operations, pay rates for our operators are exactly the same irrespective of gender. We recognise that these roles are predominantly occupied by males which is typical of the industry in which we operate. There is a recognition that we have a higher proportion 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 tier 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 increased from -8.0% in 2023 to -13.7% in 2024 more favourably towards females. Similarly, the mean hourly pay gap reported has increased from -11.1% in 2023 to -12.7% in 2024. This shows a widening of the pay gap in favour of females.

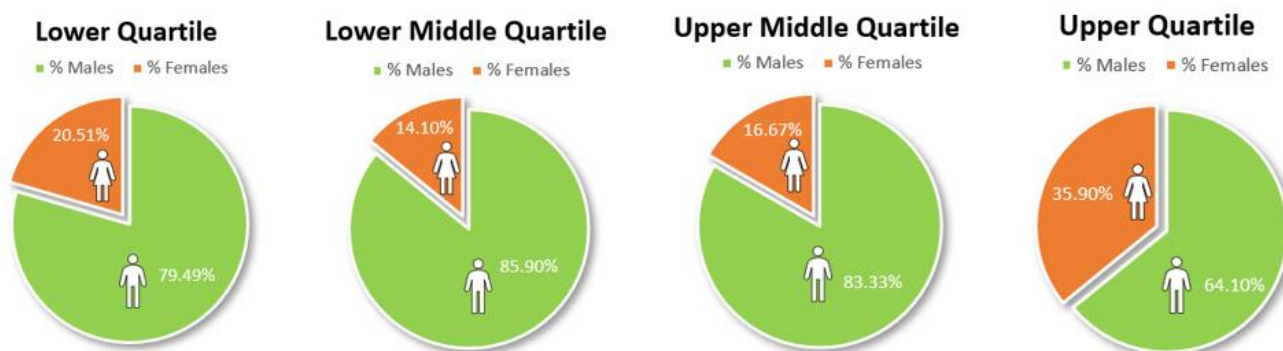
The median and mean bonus pay gaps, however, have widened since last year at the snapshot date that the information has been used to report, in a less favourable way towards females. The median bonus pay gap has widened from -5.3% in 2023 to 8.6% in 2024 and the mean bonus pay gap has widened from 37.7% in 2023 to 49% in 2024. Whilst there has been an increase in females in the business since last year, the primary reason for the widening of these two measures, is due to the timing of female colleagues joining the business. Due to starting halfway through the year, whilst there has been parity in the maximum percentage paid out to female colleagues in bonuses, this was awarded at a pro-rated amount to reflect length of service.

The proportion of men and women receiving a bonus payment

Overall, there are more females that attract a bonus payment compared with males. The percentage of females in receipt of a bonus payment increased by 2.9% from 20.5% in 2023 to 23.4% in 2024. In comparison to females, there was a decrease of 0.5% in males receiving a bonus payment in the same period from 10.2% to 9.7%. This is reflective of more females holding more senior and managerial positions in Aston Manor.



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, lower middle and upper middle quartiles as these in the main, are reflective of our core production, warehousing and transport roles, or more first line management 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 management and leadership positions. There has been a noteworthy, welcomed increase in females in the lower quartile of 4.72% from 15.79% in 2023 to 20.51% in 2024, supporting our inclusive gender footprint particularly at a shopfloor level. The upper quartile also shows a growth of 0.84% in females holding leadership and managerial roles from 35.06% in 2023 to 35.90% in 2024.

These 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 policy and process ensure fairness and includes training on best practice for all hiring managers which embraces equality and diversity. Equality, diversity and inclusiveness (ED&I) training was also rolled out in 2024 across the entire business.

We have enhanced and formalised a flexible approach to support a work-life balance offering to harness diversity and build on our commitment to being inclusive. A further investment has been made 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.

An extensive business wide review of our total reward and remuneration offering was conducted with colleagues representing all areas of the business to build and shape the insights gained to ensure our offering is relevant and appropriately attracting and retaining talent.

What do we plan on doing next...

We actively continue to look at opportunities to address the gender pay gap throughout the business. Having conducted an 'organisational health-check' on our total offering as a business against the backdrop of the continuing challenges presented by the economic climate, we will be using the feedback gained to help shape a different enhanced reward and remuneration offering powerfully fuelled by our people to further provide parity to as many colleagues as possible.

Focused attention will also be given as a strategic priority to retain talent, identify and develop leaders and successors for the future.

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