



GENDER PAY GAP REPORT

Gender Pay Gap – The results reported March 2020

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 at 5th April 2019 (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 82.5% male and 17.5% female. This is reflective of the industry and sector in which we operate.

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	-15.95%	0.18%
Bonus Pay	21.66%	51.28%

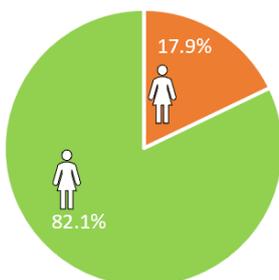
Within our manufacturing, pressing and warehouse operations, pay rates for our operators are exactly the same irrespective of gender. We recognise that these roles are predominantly occupied by males which is typical of the industry in which we operate. There is also a recognition that we have a significantly higher proportion of males in leadership posts, and, as such we have fewer females attracting larger bonuses and remuneration packages in comparison to males; affecting the mean and medians highlighted above. The Executive leadership team, at the point this snapshot date is reported on, comprised of an entirely male team which has further widened the hourly bonus and pay gaps. We have a three tiered bonus structure for eligible employees and within each bonus structure there is parity in the maximum percentage bonus awarded to both males and females.

There has been some positive progress made in addressing the gender pay gap at Aston Manor. The mean pay gap has reduced from 6.2% in 2017, to 1.4% in 2018 and 0.18% in 2019. The mean bonus gap has positively reduced from 69% in 2018 to 51.28% in 2019 and although the median pay gap has widened from -7% in 2018 to -15.95% in 2019, this in fact is in favour of our female workforce.

The proportion of men and women receiving a bonus payment

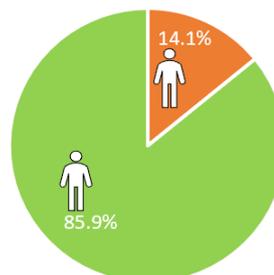
Female Bonus Payments

Received Bonus (orange) Received No Bonus (green)



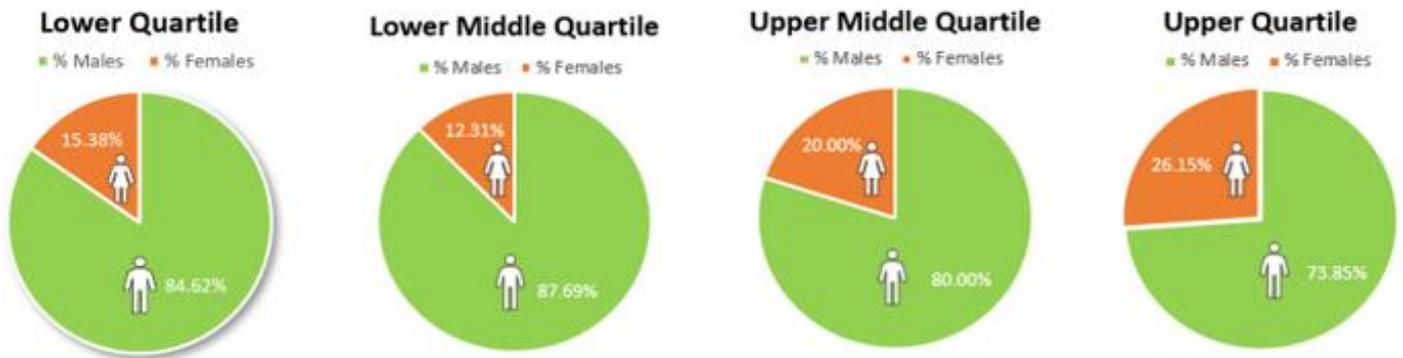
Male Bonus Payments

Received Bonus (orange) Received No Bonus (green)



The charts above indicate that both males and females are almost equally in receipt of a bonus respectively. Payments are in fact in favour of females by 3.5%.

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 roles which are occupied predominantly by males. The upper and upper middle quartiles in comparison, comprise of an increased percentage of females which again is reflective of the nature of the roles carried out in administrative and management positions. There has been an increase in females in the upper middle quartile of the business by 2% and in the upper quartile by 1% compared to last year.

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.

Our recruitment process and policy have been formalised and includes training on best practice for all hiring managers which embraces equality and diversity.

Positive steps have been made by appointing two females who hold key positions in the business as members of our Executive leadership team.

We have formalised our flexible working options to enable work life balance and retain employees in the business.

What do we plan on doing next...

We actively continue to look at opportunities to address the gender gap throughout the business. As a company we want to employ the best people for the jobs we offer, whilst paying competitively to attract the best talent.

I confirm the information published is accurate.

Gordon Johncox
Chief Executive Officer