



Gender Pay Gap Report 2021

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap annually. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

At True North Brew Co we are committed to ensuring pay is the same for both men and women at every level. We are proud to report that our mean gender pay gap figure of 11.3% for pay is lower than the UK's 17.9% gender pay gap, as reported by the Office of National Statistics.

The mean gender pay gap figure for bonus payments is reflective of the larger number of men working in senior level roles and within kitchen roles that elicit bonus payments, which is indicative of the employment make-up of the industry and nationally.

Main changes this year compared to previous years:

- Significantly less people receiving bonus due to Covid related closures
- The Managing Director's remuneration was via PAYE and not dividends like previous years
- Less staff receiving payments due to the amount who only received furlough before leaving when we reopened post Covid

The results for year end March 2021 are below.

Pay gap in hourly rates:

Mean	11.3%
Median	6.8%

Pay gap in bonus rates:

Mean	44.9%
Median	61%

Proportion of males & females receiving bonuses:

Males	21.2%
Females	12.7%

Percentage of males & females in each quartile:

	Males	Females
Lower	45.2%	54.8%
Upper Lower	63.1%	36.9%
Lower Upper	60.7%	39.3%
Upper Lower	61.4%	38.6%



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I confirm that the gender pay gap calculations and the information provided for True North Brew Co are accurate.

Sean Kelly

Finance Director