



Gender Pay Gap Report 2022

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. Our mean gender pay gap figure is 10.3% down from 11.3% in 2021. The median pay gap has also decreased from 6.8% in 2021 to 1.2%.

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.

Some of the changes last year are still relevant in this 2022 report:

- Significantly less people receiving bonus due to Covid related closures
- The Managing Director's remuneration was via PAYE and not dividends like previous years
- Furlough payments continued to be made until September 2021

The results for year end March 2022 are below.

Pay gap in hourly rates:

Mean	10.3%
Median	1.2%

Pay gap in bonus rates:

Mean	45.4%
Median	56%

Proportion of males & females receiving bonuses:

Males	20.6%
Females	13.0%

Percentage of males & females in each quartile:

	Male	Female
Lower	43.9%	56.1%
Upper Lower	45.2%	54.8%
Lower Upper	64.5%	35.5%
Upper	67.9%	32.1%



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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