

## Gender Pay Gap Report – Year Ending March 2020



Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap annually on 4<sup>th</sup> April.. 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 5.0% for pay is lower than the UK's 15.5% gender pay gap, as reported by the Office of National Statistics for 2020.

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.

Pay gap in hourly rates:

Mean	<b>5.0%</b>
Median	<b>6.2%</b>

Pay gap in bonus rates:

Mean	<b>69.7%</b>
Median	<b>75%</b>

Proportion of males & females receiving bonuses:

Males	44.6%
Females	39.5%

Percentage of males & females in each quartile:

Quartile:	Males	Females
Lower	48.6%	51.4%
Upper Lower	56.0%	44.0%
Lower Upper	64.5%	35.5%
Upper Lower	62.4%	37.6%

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

Sean Kelly

Finance Director