

GRAHAM & BROWN

Gender Pay Gap 2021

Mean Gender Pay Gap: 15.3%

Median Gender Pay Gap: 0.0%

Mean Bonus Gap: - 22.3%

Median Bonus Gap: - 0.0%

Proportion of Males receiving a bonus: 96.1%

Proportion of Females receiving a bonus: 95.3%

Population by Quartiles:

Quartile	Male %	Female %
Upper	69.9	30.1
Upper Middle	58.1	41.9
Lower Middle	84.9	15.1
Lower	43.2	56.8

- Graham & Brown operates a robust pay and grading system that ensures equal pay for equal work.
- The inclusion of shift allowance affects the lower two quartiles in particular as the majority of the team in production and distribution are men working shifts and the majority in commercial and business functions are women working days.
- The pay gap is also driven by under-representation at senior levels which takes time to change, particularly as we have a low turnover of colleagues.
- We have an inclusive culture and policies to support, such as equal opportunities, recruitment and flexible working.

Confirmation

I confirm this information is accurate.



Andrew Graham

CEO