

GENDER PAY GAP REPORT

2024

Brooks Bros (UK) Ltd is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data analysed for this report relates to the snapshot date of 5 April 2023 and the difference between bonus payments made in the 12 months preceding the 5 April 2023.

Pay difference between men and women at Brooks Bros (UK) Ltd:

Mean Gender Pay Gap 14.45%
At 5 April 2023

Median Gender Pay Gap 0.37%
At 5 April 2023

The mean figure is the difference in the average hourly rate of pay between all men and women in the company. This is different from 'Equal Pay', which is the difference in pay between men and women who carry out the same or similar jobs.

The median figure is when all the hourly rates of pay are put in order from the lowest to the highest number and the middle number in the row is called the median.

Proportion of employees awarded a bonus

Men 89.40%

Women 93.55%

The number of men and women receiving a bonus during the 12 months preceding the 5 April 2023 rose significantly. This is due to the majority of the workforce getting a one off cost of living bonus.

Bonus difference between men and women:

Mean 59.18%

Median 0%

Brooks Bros (UK) Limited

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Registered Office: Blackwater Place, The Causeway, Maldon, Essex CM9 4GG • Registered in England Number 1644146
Also at Derbyshire, Nottingham, Sewstern and Skelmersdale • Goods sold as per Brooks Bros Business to Business Terms of Supply of Goods and Service 2018. Available on request.



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Pay quartiles across all employees

| | <u>Men</u> | <u>Women</u> |
|-----------------------|------------|--------------|
| Lower quartile | 88.5% | 11.5% |
| Lower middle quartile | 86.9% | 13.1% |
| Upper middle quartile | 85.5% | 14.5% |
| Upper quartile | 88.7% | 11.3% |

As at 5 April 2023, there were 247 relevant full pay employees, 216 male and 31 female.

I confirm that the data reported is accurate.



For Brooks Bros (UK) Ltd
Mark Fleming
Managing Director