

GENDER PAY GAP REPORT

2022

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 2021 and the difference between bonus payments made in the 12 months preceding the 5 April 2021.

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

Mean Gender Pay Gap 3.8%
At 5 April 2021

Median Gender Pay Gap (10.8%)
At 5 April 2021

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 23.4%

Women 20%

Bonus difference between men and women:

Mean 56.4%

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 Darbury, 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	98.2%	1.8%
Lower middle quartile	86%	14%
Upper middle quartile	83.9%	16.1%
Upper quartile	87.7%	12.3%


As at 5 April 2021 there were 226 relevant full pay employees, 201 male and 25 female.

Our analysis of the data we provided to the Government for 5 April 2018 against the data we have now provided for 5 April 2021 shows a number of improvements with regards to the gender pay gap between men and women at Brooks Bros (UK) Ltd. Namely

- The average pay gap (mean) has decreased from an average of 14.2% as at 5 April 2018 down to 3.8% as at 5 April 2021.
- During the same period the proportion of women who were awarded a bonus has increased from 11.5% to 20% and the average gap of bonus paid has reduced from 85.8% to 56.4%.
- During this period there has been an increase in the pay of women in the two upper pay quartiles, being:
 - Upper middle quartile was 10.8% in 2018 and in 2021 is now 16.1%
 - Upper quartile was 4.6% and is now 12.3%

As has been mentioned previously the industry continues to be male orientated with a low proportion of women at all levels relative to men. However we have recently introduced a number of new roles in the areas of compliance and environmental which have been filled by highly skilled female staff.

I confirm that the data reported is accurate.


For Brooks Bros (UK) Ltd
Mark Fleming
Managing Director