

GENDER PAY GAP REPORT

2019

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 2018 and the difference between bonus payments made in the 12 months preceding the 5 April 2018.

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

Mean Gender Pay Gap 14.2%

At 5 April 2018

Median Gender Pay Gap 3.3%

At 5 April 2018

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 23.6%

Women 11.5%

Bonus difference between men and women:

Mean	85.8%
Median	81.3%

Pay quartiles across all employees

	<u>Men</u>	<u>Women</u>
Lower quartile	98.5%	1.5%
Lower middle quartile	76.6%	23.4%
Upper middle quartile	89.2%	10.8%
Upper quartile	95.4%	4.6%

As at 5 April 2018 there were 259 relevant full pay employees, 233 male and 26 female.

Our analysis of the mean gender pay gap and mean and median bonus gaps shows that the industry continues to be male orientated and there is a low proportion of women at all levels relative to men. However the data collected for the snapshot date of 5 April 2018 had to disregard three female workers, due to absence, two of whom were in Managerial roles. With so few women in the organisation this has made a significant difference to the figures reported.

I confirm that the data reported is accurate.



For Brooks Bros (UK) Ltd
Mark Fleming
Managing Director