

GENDER PAY GAP REPORT

2021

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 2020 and the difference between bonus payments made in the 12 months preceding the 5 April 2020.

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

Mean Gender Pay Gap 25.4%
At 5 April 2020

Median Gender Pay Gap 19.7%
At 5 April 2020

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 18.8%

Women 13.8%

Bonus difference between men and women:

Mean	83%
Median	15.9%

Pay quartiles across all employees

	<u>Men</u>	<u>Women</u>
Lower quartile	94.1%	5.9%
Lower middle quartile	81.2%	18.8%
Upper middle quartile	88.2%	11.8%
Upper quartile	100%	0%

As at 5 April 2020 there were 66 relevant full pay employees (out of a usual 293), 60 male and 6 female.

Due to the Coronavirus pandemic many employees were on furlough on the snapshot date. Therefore any analysis of the data within this report would not be a true reflection of the Gender Pay Gap at Brooks Bros (UK) Ltd on the date specified.

I confirm that the data reported is accurate.


For Brooks Bros (UK) Ltd
Mark Fleming
Managing Director