

Halewood Wines & Spirits Gender Pay Gap Report 2017



Introduction

Halewood Wines & Spirits is the UK's largest independent drinks manufacturer and distributor by volume. In the last three years the company has embarked upon a huge transformational change. It has created an artisanal spirits and craft beer portfolio via acquisition and organic growth. Halewood's core growth focus has been on creating innovative, diverse and exciting brands for consumers.

We believe that our people are fundamental to our continued success and future growth. We place considerable emphasis on developing initiatives and procedures that ensure equality of opportunity for every employee. All the decisions we make

relating to employment practices are objective, free from bias and based solely on work criteria and individual merit. We have a clear policy of paying employees equally for the same or equivalent work regardless of their sex or any other characteristic and this is reflected in our gender pay gap. All job roles are evaluated using a fair and transparent structure.

We value diversity very highly and we recognize that it is important we make full use of the wealth of talent we have within our company.

This report provides our gender pay gap information, identifies the causes of the pay gap and outlines our plans for addressing the gap.

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Measuring the Pay Gap

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees irrespective of their job or level within the organisation. It does not measure equal pay which relates to what women and men are paid for the same or similar jobs or work of equal value.

The information below shows gender pay figures for Halewood Wines & Spirits at the snapshot date of 5 April 2017.

Mean Gender Pay Gap

The mean pay gap shows the difference in the hourly pay rate of males and females.

Mean Gender Pay Gap

+2.0%

Median Gender Pay Gap

The median pay gap shows the difference between the median hourly rate of pay that male and female employees receive.

Median Gender Pay Gap

+5.4%

Mean Bonus Gender Pay Gap

This calculation shows the difference between the mean bonus pay that male and female employees receive.

Mean Bonus Gender Pay Gap

+97.0%

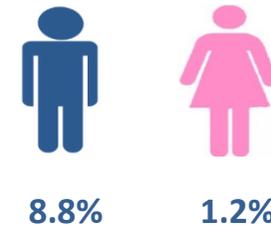
Median Bonus Gender Pay Gap

This calculation shows the difference between the median pay that male and female employees receive.

Median Bonus Gender Pay Gap

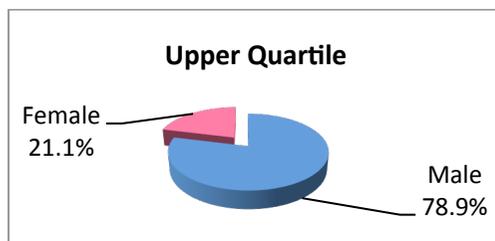
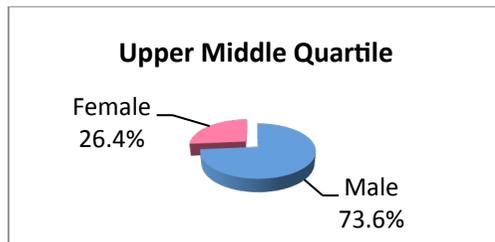
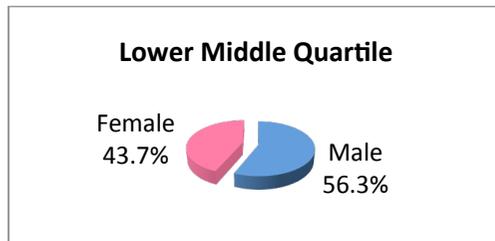
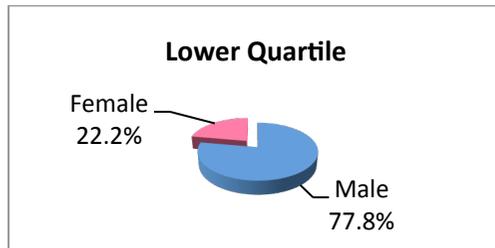
+74.9%

Proportion of Males/Females Receiving bonus payments



Quartile Pay Bands

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Understanding the Gap

Across the UK economy, men are more likely than women to hold senior roles, while women are more likely to be in roles at the lower end of the organisation. Additionally men are more likely to be in technical or IT related roles which attract higher rates of pay than other roles at similar levels of seniority. Women are more likely than men to have taken breaks from work that may have affected their career progression. They are also more likely to work part time and the majority of the jobs that are available part time attract lower salaries. This is reflected in our workforce where the majority of technical, management and senior management roles are held by men and a large proportion of lower level administrative roles are held by women.

At Halewood Wines & Spirits our structure consist of manufacturing,

distribution, sales and marketing and support functions. Over half of our workforce is employed in the manufacturing and distribution functions which are predominantly male, whilst our support functions tend to attract more women, with a number working part time or flexible hours to fit in with domestic arrangements. Women currently make up 28% of our workforce, with 3.2% in senior management positions.

Our gender pay gap indicates that we do not pay men and women differently for the same or equivalent work. The majority of companies have a gender pay gap and Halewood Wines & Spirits compares favourably with that of other organisations.

According to the ONS Annual Survey of Hours and Earnings 2017 the mean gender pay gap for the whole economy is 17.4%, for the drinks manufacturing sector the gap is slightly lower at 11.2% and at 2% Halewood Wines & Spirits is considerably lower. The

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median gender pay gap for the whole economy is 18.4%, the drinks manufacturing sector is again slightly lower at 11.8% our median pay gap is less than half of that within our industry at 5.4%.

The quartile pay bands show the proportion of males and females in each pay quartile. This shows our workforce divided into four equal sized groups based on hourly pay rates; the lower quartile being the 25% lowest paid and the upper being the highest paid 25%. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band.

While Halewood Wines & Spirits pay gap compares favourably with both that of organisations across the UK economy and those in the drinks manufacturing sector, we are committed to doing everything we can to promote gender diversity in all areas of the business, in particular to reduce the gender bonus pay gap.

We have strengthened the sales and marketing team and now have a higher proportion of female workers. We have

The bonus gender pay gap is high and this is the result of the roles in which men and women work within the organisation and the bonus's that these roles attract.

With a smaller proportion of women in the business, and the proportion of employees eligible to participate in a bonus scheme, our gender bonus pay gap is quite high. Bonus payments were made to only 6.1% of the workforce in the 12 months to 5th April 2017. The majority of bonus payments were made to employees in the manufacturing area which is male dominated and the remainder were at director level which is again dominated

by men. The median bonus pay gap is high due to the higher levels of remuneration at director level. The majority of females within the business work in administrative roles where there is no bonus structure in place.

Closing the Gap

introduced a formal bonus structure for the sales and marketing team, giving equal opportunities to earn a bonus.

We will consider the introduction of a bonus scheme for all staff irrespective of role or grade.

We will review, develop and improve our gender monitoring procedures, to enable us to identify any gender specific issues.

Flexible working policies will be reviewed.

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Our recruitment practices will be reviewed to encourage more applications for senior level positions from female candidates. We are committed to improve how we attract and engage women and other under-represented groups.

Equality training to be introduced for all line managers as part of their induction and ongoing development

Declaration

I confirm that Halewood Wines & Spirits gender pay gap calculations are accurate and meet the requirements of the Regulations.

Stewart Hainsworth

Group CEO