

## Gender Pay Statement 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website.

This was reported on the website on Wednesday 3<sup>rd</sup> April 2019.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and PAYE payroll records.

		April 2019		April 2018	
		Male	Female	Male	Female
	<b>Numbers employed</b>	333 (79%)	88 (21%)	298 (79%)	78 (21%)
1	<b>Difference in mean hourly rate of pay</b>	8%		3.3%	
2	<b>Difference in median hourly rate of pay</b>	-0.2%		14.2%	
3	<b>Difference in mean bonus pay</b>	22%		32.3%	
4	<b>Difference in median bonus pay</b>	10.8%		10.5%	
5	<b>Percentage of employees who received bonus pay</b>	77.2%	77.9%	76%	71.4%
6	<b>Employees by Pay Quartile</b>				
	<b>Upper quartile</b>	80%	20%	86.7%	13.3%
	<b>Upper middle quartile</b>	71.9%	28.1%	77.1%	22.9%
	<b>Lower middle quartile</b>	77.5%	22.5%	74.7%	25.3%
	<b>Lower quartile</b>	76.7%	23.3%	71.1%	28.9%

Kingsland Drinks Ltd is an equal opportunities employer and offer an equal pay structure agreed with the two unions USDAW and UNITE, irrespective of gender. Internally we employ more men (79%) than women (21%).

Our results show that overall our gender pay gap is minimal in size (8%). In respect recruitment, staff are recruited under the same structure and their earning ability depends on their success and career progress.

All internal employees are encouraged to grow and earn to their full potential, we are a Gold Investor in People that encourages development. Any pay gap difference shown will be a result of differing roles & bandings, however all employees working in the same bandings will be earning the same rewards. We strive to continually improve our gender gap and will publish the results again in April 2020 as requirement of the government initiative into equal pay.

  
 Andy Sagar  
 Managing Director