

Gender Pay Gap Report 2024

'The gender pay gap is an equality measure that shows the difference in average earnings between women and men'.

In line with the Equality Act 2010, each business with more than 250 employees is required by the UK government to publish an annual Gender Pay Gap Report.

At the 5th April 2024 snapshot date, and its relevant pay period, WH Brakspear & Sons Limited have calculated their Gender Pay Gap figures. The report measures the average difference between how much men and women are paid across the entire business.

The 2024 figures show that 94% of relevant employees are included as part of the full pay relevant employee's calculations.

Calculations show there is a Mean Gender Pay Gap of 13.04% for 2024. This is a decrease of 6.76% when comparing against the 2023 figure of 19.80%.

Such a gap exists partly due to a higher proportion of board positions being filled by men, often seen in long established family-owned SME's. If Board members were removed from this year's calculations the Mean Gender Pay Gap would be -0.70%

When viewing the Mean Gender Bonus Gap for 2024, it shows this figure has decreased by 13.25% when comparing against 2023.

As an organisation we continue to make opportunities available to all, irrespective of gender, age, race, ethnicity and background.

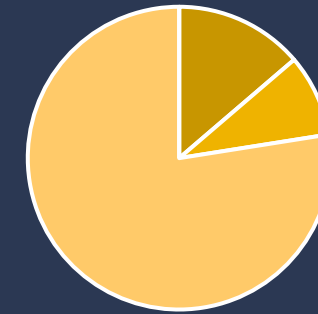
2024 Pay Quartiles

Top Quartile	Upper Middle
Men 65.91%	Men 55.68%
Women 34.09%	Women 44.32%
Lower Middle	Lower Quartile
Men 42.00%	Men 51.14%
Women 58.00%	Women 48.86%

	Mean	Median
Gender Pay Gap	13.04%	1.86%
Gender Bonus Gap	42.85%	-124.14%

Proportion of employees paid a bonus:

Men 13.73% Women 8.77%

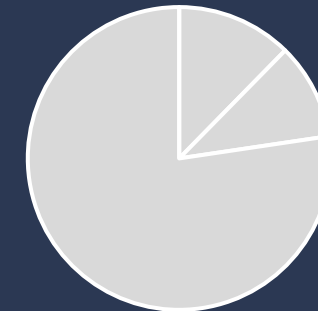


2023 Pay Quartiles (for comparison purposes)

Top Quartile	Upper Middle
Men 58.97%	Men 51.90%
Women 41.03%	Women 48.10%
Lower Middle	Lower Quartile
Men 50.63%	Men 40.51%
Women 49.37%	Women 59.49%

	Mean	Median
Gender Pay Gap	19.80%	3.35%
Gender Bonus Gap	56.10%	27.58%

Men 12.35% Women 10.30%



As a result of the 2024 data, we have reported a 6.76% reduction in the mean gender pay gap when comparing against 2023.

The mean gender pay gap is calculated as the percentage difference in average hourly pay between men and women.

The median gender pay gap is calculated as the percentage difference when comparing the mid-point of all men's pay and all women's pay.

Results for 2024 show a gap exists of 1.86%, which is a decrease of 1.49% when comparing against 2023.

Declaration

The data and information reported are accurate as at the snapshot date of 5th April 2024 and have been calculated in accordance with the requirements set out in The Equality Act 2010 (Gender Pay Information) Regulations 2017.

As an equal-opportunities employer, we will continue to monitor our gender pay gap; and with specific reference to our Managed Houses operations, we will continue to encourage the recruitment of women into senior management positions.