

GENDER PAY GAP REPORT

2018

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 2017 and the difference between bonus payments made in the 12 months preceding the 5 April 2017.

Brooks Bros supports the decision to formalise and standardise the way in which gender pay reporting is carried out, providing a transparent measure of progress and help to determine what actions need to be taken to address any underlying causes of gender inequality.

As a company we are committed to actions and initiatives to break down barriers and develop all staff.

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

Mean Gender Pay Gap 5.04%

At 5 April 2017

Median Gender Pay Gap -5.65%

At 5 April 2017

UK's National Gender Pay Gap 18.1%

Source Office of National Statistics 2016

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.

Brooks Bros (UK) Limited

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Registered Office: Blackwater Place, The Causeway, Maldon, Essex CM9 4GG • Registered in England Number 1644146
Also at Danbury, Nottingham, Sewstern and Steinsdale • All goods are sold as per Brooks Bros Terms of Trading Ref: MCF 1/6/10. A copy of which is available upon request.



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Our 2017 pay gap is 5.04%, which is substantially lower than the UK's pay gap of 18.1%.

The mean gender pay gap figure is influenced by the fact that the majority of staff are male. As at 5 April 2017 there were 285 relevant full pay employees, 260 male and 25 female.

The negative median gender pay gap figure of -5.65% shows that women's hourly rate at the mid point is higher than men.

Bonus difference between men and women:

Mean 82.4%

Median 33.3%

This data is based on 49 males and 2 females.

Pay quartiles across all employees

	<u>Men</u>	<u>Women</u>
Lower quartile	95.8%	4.2%
Lower middle quartile	91.7%	8.3%
Upper middle quartile	83.1%	16.9%
Upper quartile	94.4%	5.6%

This industry is male orientated. There is a low proportion of women at all levels relative to men.

I confirm that the data reported is accurate.



For Brooks Bros (UK) Ltd

Mark Fleming

Managing Director

Brooks Bros (UK) Limited

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