



Barr Soft Drinks Gender Pay Report 2024



Our Gender Pay Report 2024



We strive to be an inclusive employer that supports all colleagues to **Be Their Best Barr None**, which is front and centre our People Strategy.

One of our strategy pillars is about **Building a Balanced Workforce**. This is about balance across multiple aspects from age, ethnicity, experience and gender. Our goal is to build and develop a workforce that is truly representative of the customers and communities we serve.

We are proud of the progress made in the past year with regards to female representation in our Leadership roles, increasing to 43% in April 2024, up from 40% in April 2023. This has gradually increased year on year and is an important aspect of the balanced workforce we are developing. Our opportunity lies in more junior roles within our organisation which are still heavily male dominated, reflective of the UK manufacturing sector. Whilst this gives a positive swing toward females in our gender pay outcomes, our aim is to to achieve balance at all levels.

Lots delivered, lots of opportunity ahead. We continue to make positive progress.

The numbers in this report are from April 2024 as per the regulatory requirements.



Evan Sutherland
CEO

What is Gender Pay?

■ Males ■ Females



The Gender Pay Gap is the difference between the average pay men and women earn.

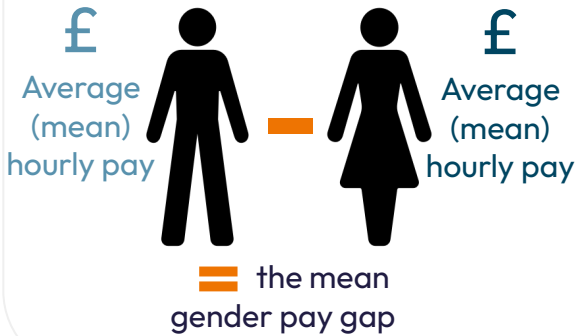
The Gender Pay Gap is primarily influenced by the amount of men and women working in the organisation and the level of seniority.

The Gender Pay Gap is not the same as equal pay. Equal pay refers to men and women receiving equal pay for doing the same or similar jobs, which is a legal requirement.

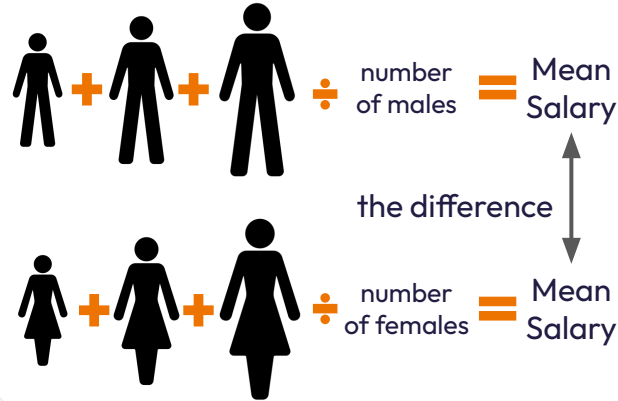
How do we calculate it? - The Median



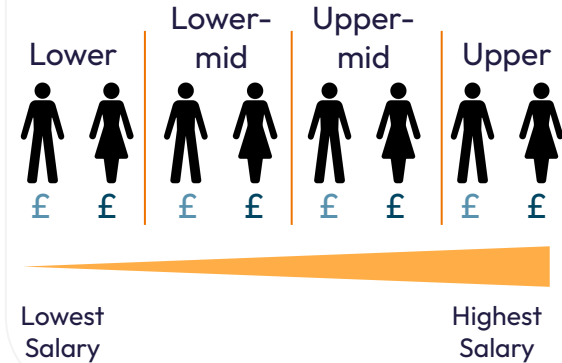
Mean Gender Pay Gap



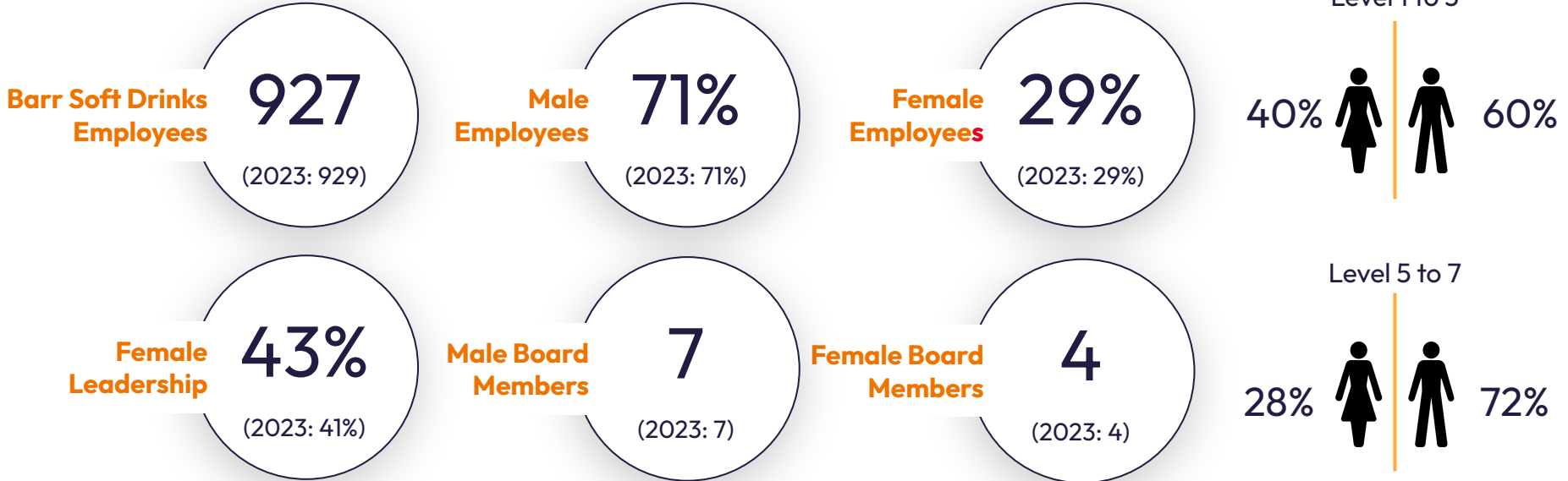
The Mean



The Quartiles



Workforce Demographics



This report is based on the Barr Soft Drinks division of the AG Barr Group. Given the small scale, the Funkin and Moma divisions are not included which have operated as separate entities.

As per the regulatory requirements, all who were employed at Barr Soft Drinks as of 5th April 2024 were included as a relevant employee whether they received their full rate of pay in April or not. This is the sample group used for our bonus calculations.

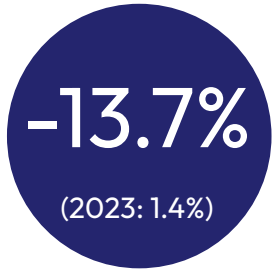
Full-pay relevant employees are a subsection of relevant employees who received their full rate of pay in April. This is the sample group used for our pay calculations. Anyone who received a reduced rate of pay due to, for example, some form of parental leave, is not included.

The Numbers

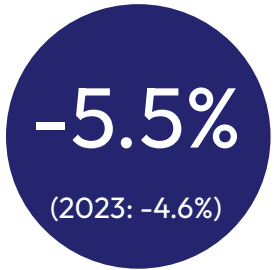


Positive numbers are favourable to men, and negative numbers are favourable to women.

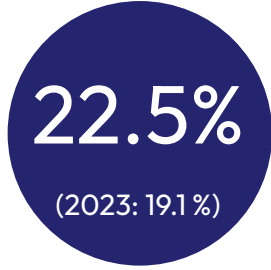
The context behind the numbers below is shared on slide 7.



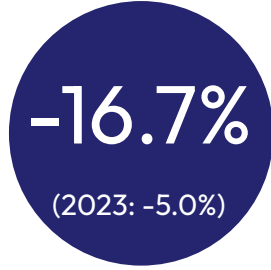
**Barr Soft Drinks
Mean
Gender Pay Gap**



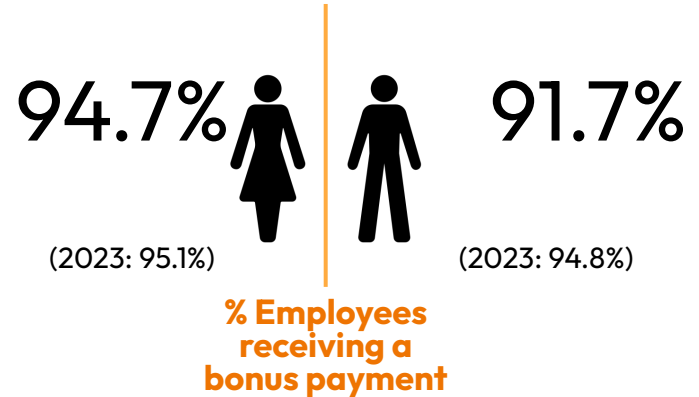
**Barr Soft Drinks
Median
Gender Pay Gap**



**Mean Bonus
Pay Gap**



**Median Bonus
Pay Gap**



The difference in the average hourly pay for women compared to men.

If you lined up all the women and men separately, the median is the difference between the hourly rate of the middle woman compared to the middle man.

The difference in the average bonus for women compared to men.

If you lined up all the women and men separately, the median is the difference between the bonus value of the middle woman compared to the middle man.

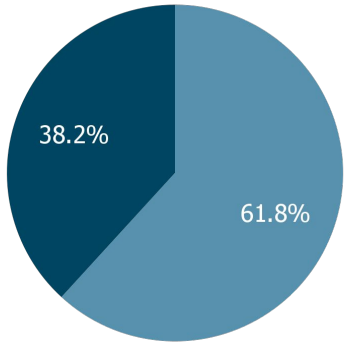
Those not receiving a bonus would be linked to individual performance, or timing of start / leave date.

Pay Quartiles

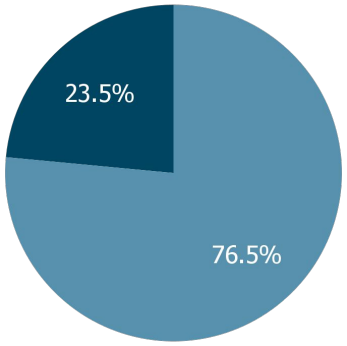
■ Males
 ■ Females



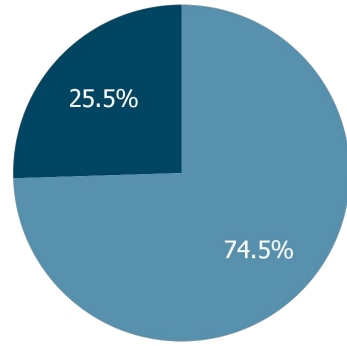
Upper Quartile



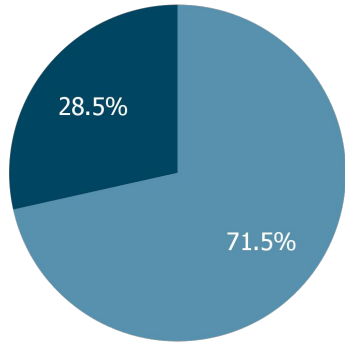
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



In line with the regulations, the gender distribution across four equally sized quartiles based on pay range is also reported.

Female representation is consistently lower than male representation throughout each quartile. This is largely due to the fact that the majority of roles at Barr Soft Drinks are manufacturing, warehousing and transport positions, where the general market and Barr Soft Drinks' workforce are predominantly male.

Female representation is largest within the upper quartile, a large proportion are within the highest paid, thus impacting the pay gap, and resulting in a pay gap in favour of females.

	2024		Change (F)	2023	
	M	F		M	F
Upper	61.8%	38.2%	5.6%	67.4%	32.6%
Upper Middle	76.5%	23.5%	-5.5%	71.0%	29.0%
Lower Middle	74.5%	25.5%	-0.7%	73.8%	26.2%
Lower	71.5%	28.5%	0.9%	72.4%	27.6%



Context

PAY



1. The mean pay gap for Barr Soft Drinks is -13.7%, indicating a pay gap in favour of females. The mean pay gap last year for Barr Soft Drinks was 1.4%.
2. The median pay gap is -5.5%, again, indicating a pay gap in favour of females.
3. The range is a point of representation. We have more males in junior roles, specifically within our Supply Chain, and more females in more senior roles, specifically within Commercial and Central Functions.
4. The shift in the mean pay gap in the past year has been a result of females being recruited into the most senior roles in the organisation, specifically Exec Committee and Board level, balanced with our junior roles being filled by males.

BONUS



1. The mean bonus pay gap is 22.5%, in favour of males and the median bonus gap is -16.7%, in favour of females.
2. The bonus gap is as a result of the Executive Directors having significantly higher bonus potentials, and all being male.
3. The median bonus remains in favour of females, reflecting the higher representation of females at senior levels in the organisation.
4. As with many businesses, the bonus payment thresholds at Barr Soft Drinks are linked to business performance and the bonus payout amounts can vary significantly from one year to the next. As result, bonus pay gaps generally fluctuate more than pay gaps.

Note: As a general comparison, the mean gender pay gap for the whole economy, according to the October 2024 ONS Annual Survey of Hours and Earnings (ASHE), is 13.1%. The median gender pay gap is 7%.



Statutory Disclosures

	2021	2022	2023	2024
% male / female employees	70.5% / 29.5%	71% / 29%	71% / 29%	71%/29%
Mean gender pay gap	3.0%	-5.1%	1.4%	-13.7%
Median gender pay gap	2.7%	-6.0%	-4.6%	-5.5%
Mean bonus pay gap	42.2%	-1.1%	19.1%	22.5%
Median bonus pay gap	0.0%	-17.6%	-5.0%	-16.7%
% male / female receiving a bonus payment	84% / 82%	89% / 93%	94.3% / 95.1%	91.7%/94.7%
Upper quartile (male% / female%)	68% / 32%	63% / 37%	67% / 33%	61%/39%
Upper middle quartile (male% / female%)	75% / 25%	72% / 28%	71% / 29%	76.5%/23.5%
Lower middle quartile (male% / female%)	71% / 29%	72% / 28%	74% / 26%	74.5%/25.5%
Lower quartile (male% / female%)	70% / 30%	74% / 26%	72% / 28%	71.5%/28.5%

Declaration

We confirm that the information and data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information)

Alison Gowen

Alison Gowen
People Director



A refreshed Employer Brand to attract females talent into roles at levels and across all teams.

Continuous listening to our colleagues through our Business Involvement Groups and CEO engagement sessions to understand what would make a positive difference when it comes balance and inclusion.

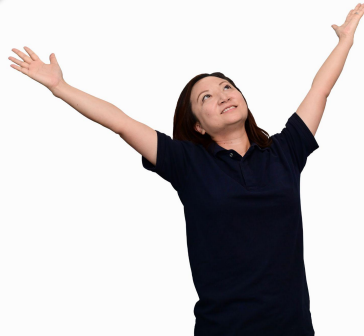


Building a proposition that maximises colleague choice across all the benefits to attract and retain colleagues through all life stages.

Exploring the opportunity across all elements balance in our workforce. Age, experience, ethnicity, gender. Aiming to represent our Customers, Communities and our Consumers.

Always Striving For Better Being our Best BARR None

Offering our colleagues more choice in working hours, enabling part time working across our factories.



Inclusive Leadership built into our Leadership Academy.



