

A photograph of three young adults, two men and one woman, smiling and standing behind a bar. They are all wearing matching black and white horizontally striped t-shirts. The man on the left has curly hair and is wearing a necklace. The woman in the center has her hair pulled back and is wearing a necklace. The man on the right has short hair and a goatee. They are standing in front of a bar with various beer taps and glasses. A sign for 'ANTHEM' beer is visible on the left. The background shows a wooden wall and hanging plants.

ST AUSTELL

EST. BREWERY 1851

GENDER PAY GAP REPORT 2024

INTRODUCTION FROM KATE PRICE, PEOPLE DIRECTOR



Kate Price
People Director

As part of our growth strategy, we're on a mission to become the number one employer of choice in the south west. As part of this ambition we want to ensure all our workplaces – our pubs, breweries and depots – are thriving places of inclusion and acceptance, welcoming for colleagues of all genders, identities, disabilities, sexual orientation and backgrounds. We want St Austell Brewery to be a place where people can feel physically and psychologically safe. Looking back, there's a strong history of women making a positive difference at St Austell Brewery. As far back as 1911, when the suffragette movement was making headlines, women have played an important role. Hester Parnell took over the running of the brewery following the untimely death of her brother. Her father was Walter Hicks, who founded our business in 1851. Under her leadership, the brewery grew significantly, and by the 1920s, the output was close to 38,000 barrels per year, almost twice the amount brewed before the war.

Through the economic depression of the 1930s, Hester steered the company's growth with an increase in the workforce, the acquisition of 72 pubs and the changing of our company's name from Walter Hicks Brewery to St Austell Brewery. More than 100 years later, women continue to play a vital role within our business. We know we need to keep pushing forward in supporting them to become our leaders of the future. We have an established internal leadership development programme, which is made up of a 50/50 gender split. We're also very proud of our award-winning apprenticeship scheme, in partnerships with colleges across

the south west, which offers women of all ages the chance to learn while they earn, as well as future progression opportunities. Looking to the future, EDI remains a top priority for us at St Austell Brewery. It's critical to the growth of our business, attracting and retaining talent, embedding diversity of thinking in our teams and ensuring our business is fit for future generations. To support this culture, we've established an equality, diversity and inclusion (EDI) steering committee, which is chaired by Kevin Georgel our Chief Executive, as well as a supporting employee advisory group. This is made up of circa 30 individuals from all business areas and work levels, bringing a range of diverse perspectives. It's a safe space for those individuals to engage in open and honest discussions, working together to help define our EDI focus areas based on what matters most to our people. As a family-owned company with rich heritage that's looking ahead and striving to evolve for future generations, we continue to have honest conversations about the positive steps being taken to drive diversity and inclusion across our industry, while reflecting on the important work we've still yet to do.

A handwritten signature in black ink that reads "Kate". The signature is fluid and cursive, with a long horizontal line underneath the name.

Kate Price
People Director

GENDER PAY GAP SUMMARY



GENDER PAY GAP

Mean 14.30%  Median 12.30%

BONUS GENDER PAY GAP

Mean 29.40%  Median 0.00%

BONUS PAY SPLIT

 Men 48.10% Women 29.10% 



QUARTILE DISTRIBUTION

Proportion of males and females in each quartile



Upper

 Men 74.40%  Women 25.60%



Upper Middle

 Men 57.50%  Women 42.50%

Lower Middle

 Men 48.60%  Women 51.40%

Lower

 Men 44.10%  Women 55.90%

CONCLUSION FROM KEVIN GEORDEL, CHIEF EXECUTIVE



Kevin Geordel
Chief Executive

We have developed a people plan that ensures we can attract, recruit and develop the best talent. We are evolving our culture positively, and are committed to ensuring that each team member is enabled to be at their best and feels free to be their authentic selves. Like many in our industry, we know we have to continue to focus on closing the gender pay gap. We have made positive steps and are making progress, but it's important that we continue to take positive action to develop more women into leadership positions, educate our teams on unconscious bias and promote a sense of belonging for all.

A handwritten signature in black ink, appearing to read 'K. Geordel', written over a white background.

Kevin Geordel
Chief Executive

