

Gender Pay Gap Report - Carlsberg Marston's Brewing Company

Report for – 2019, 2020 & 2021



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BREWING COMPANY

Foreword

Carlsberg Marston's Brewing Company (CMBC) is a people-focused business, and our Gender Pay Gap is something we take very seriously, as part of our focus on Equity, Diversity and Inclusion.

We are proud that our organisation is as a place where outstanding talent can reach its potential in a supportive culture; and a place that allows people to work flexibly, in order to support themselves as individuals and to make the best possible impact on our performance every day.

Since our last report for 2018, we have maintained our focus on improving our Gender Pay Gap, albeit we are fully aware that there remains room for improvement. Within the last 18 months, Carlsberg UK and Marston's PLC formed a new, joint venture beer company, as CMBC. It is therefore important to note that 2019 and 2020 data relates to Carlsberg UK data, and 2021 data is the combined CMBC company.

As CMBC, our Mean Gender Pay gap for 2021 is currently 3.20%. Throughout 2020 and 2021 we have been focused on supporting our employees through the Covid-19 pandemic and keeping everyone as safe as possible; whilst also completing the joint venture and bringing our company culture and ways of working together.

Looking ahead, as part of our Equity, Diversity and Inclusion Strategy, we have a range of initiatives that we have been driving organically and will develop further in 2021/2022 to ensure we are creating an environment where our people can succeed. One long standing practice is how we monitor and manage our compensation programmes to ensure that we pay men and women equally across our organisation. Whilst there will always be legitimate drivers of difference in pay, including performance and length of service, we conduct an annual audit to ensure that our compensation practices and HR processes continue to create a fair environment for all employees.

With the continued focus of our UK business, alongside the strength of Carlsberg's global EDI Strategy, we are confident that we will see continued and sustained improvements. You can read more about our plans in this document.



Paul Thomas Davies
Managing Director

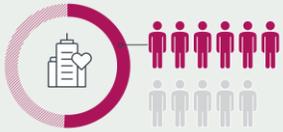


Jane Van Arkadie
VP, Human Resources



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CMBC Focus – Looking forward



More than half of employable people would prioritize working for a company that values diversity, a topic millennials are especially passionate about.

Data

Analyse to understand where we can improve. Continue with Pay Equity Audit.



Hybrid/Flexible working

Building upon flexible working culture, allowing colleagues to fine the balance that works for them.



Maternity/Parental Leave Policy/Practices

Implementation of a harmonised competitive, supportive and inclusive family leave policy.



Unconscious Bias

Deliver unconscious bias training and as part of Carlsberg Group strategy, Inclusive leadership training.



Global EDI Survey

Listening to our senior teams, to help define our Equity, Diversity and Inclusion priorities.



EDI dashboard

Tracking of progress through the dashboard: female leaders in Senior Leadership roles, external benchmarking data, employee engagement measures



Recruitment

Focusing on attracting females to vacancies, with supporting initiatives in place to retain, engage and develop



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Statutory Disclosure – Carlsberg Marston's Brewing Company

Declaration

I confirm that the information and data is accurate as of the snapshot date 5 April 2021

Carlsberg Marston's Brewing Company Combined Companies		Carlsberg Supply Chain UK		Carlsberg UK		Marston's Beer Company	
%male/female employees	78.2% / 21.8%	%male/female employees	82.8% / 17.2%	%male/female employees	55.8% / 44.2%	%male/female employees	82.7% / 17.3%
Median gender pay gap	5.9%	Median gender pay gap	5.5%	Median gender pay gap	34.4%	Median gender pay gap	5.3%
Mean gender pay gap	3.2%	Mean gender pay gap	-2.0%	Mean gender pay gap	35.6%	Mean gender pay gap	0.5%
Median bonus pay gap	6.9%	Median bonus pay gap	25.4%	Median bonus pay gap	65.4%	Median bonus pay gap	39.5%
Mean bonus pay gap	22.1%	Mean bonus pay gap	-28.0%	Mean bonus pay gap	69.5%	Mean bonus pay gap	14.7%
% male/female receiving a bonus payment	94.0% / 93.9%	% male/female receiving a bonus payment	91.3% / 91.7%	% male/female receiving a bonus payment	87.6% / 89.9%	% male/female receiving a bonus payment	95.6% / 96.6%
Upper quartile (male/female%)	77.1% / 22.9%	Upper quartile (male/female%)	78.3% / 21.7%	Upper quartile (male/female%)	74.2% / 25.8%	Upper quartile (male/female%)	80.8% / 19.2%
Upper middle quartile (male/female %)	84.1% / 15.9%	Upper middle quartile (male/female %)	91.3% / 8.7%	Upper middle quartile (male/female %)	71.1% / 28.9%	Upper middle quartile (male/female %)	86.7% / 13.3%
Lower middle quartile (male/female %)	80.5% / 19.5%	Lower middle quartile (male/female %)	95.7% / 4.3%	Lower middle quartile (male/female %)	59.6% / 40.4%	Lower middle quartile (male/female %)	82.1% / 17.9%
Lower quartile (male/female%)	71.1% / 28.9%	Lower quartile (male/female%)	65.7% / 34.3%	Lower quartile (male/female%)	18.9% / 81.1%	Lower quartile (male/female%)	81.3% / 18.7%



Historic Carlsberg UK data

Carlsberg UK Combined Companies		Carlsberg Supply Chain UK		Carlsberg UK	
%male/female employees	64.5%/34.5%	%male/female employees	82%/18%	%male/female employees	55%/45%
Median gender pay gap	22.8%	Median gender pay gap	0%	Median gender pay gap	36.6%
Mean gender pay gap	23.6%	Mean gender pay gap	5.1%	Mean gender pay gap	34.6%
Median bonus pay gap	22.8%	Median bonus pay gap	-10%	Median bonus pay gap	71.3%
Mean bonus pay gap	47.8%	Mean bonus pay gap	0.5%	Mean bonus pay gap	65.1%
% male/female receiving a bonus payment	84%/81%	% male/female receiving a bonus payment	83.5%80%	% male/female receiving a bonus payment	85%/81%
Upper quartile (male/female%)	72%/28%	Upper quartile (male/female%)	78%/22%	Upper quartile (male/female%)	26%/74%
Upper middle quartile (male/female)	74%/26%	Upper middle quartile (male/female)	88%/12%	Upper middle quartile (male/female)	70%/30%
Lower middle quartile (male/female %)	83%/17%	Lower middle quartile (male/female %)	98.6%/1.4%	Lower middle quartile (male/female %)	59%/41%
Lower quartile (male/female%)	33%/67%	Lower quartile (male/female%)	66.7%/33.3%	Lower quartile (male/female%)	21%/79%

Carlsberg UK Combined Companies		Carlsberg Supply Chain UK		Carlsberg UK	
%male/female employees	65% / 35%	%male/female employees	81.1% / 18.9%	%male/female employees	55.0% / 45.0%
Median gender pay gap	23.4%	Median gender pay gap	10%	Median gender pay gap	34.6%
Mean gender pay gap	24.5%	Mean gender pay gap	-2.5%	Mean gender pay gap	34.1%
Median bonus pay gap	40.2%	Median bonus pay gap	30%	Median bonus pay gap	80.3%
Mean bonus pay gap	66.1%	Mean bonus pay gap	-31.3%	Mean bonus pay gap	75.1%
% male/female receiving a bonus payment	84.0% / 79.2%	% male/female receiving a bonus payment	85.5% / 75.5%	% male/female receiving a bonus payment	82.4% / 80.2%
Upper quartile (male/female%)	79.3% / 29.7%	Upper quartile (male/female%)	76.5% / 23.5%	Upper quartile (male/female%)	74.3% / 25.7%
Upper middle quartile (male/female)	75.4% / 24.6%	Upper middle quartile (male/female)	89.9% / 10.1%	Upper middle quartile (male/female)	64.7% / 35.3%
Lower middle quartile (male/female %)	83.4% / 16.6%	Lower middle quartile (male/female %)	98.5% / 1.5%	Lower middle quartile (male/female %)	61.8% / 38.2%
Lower quartile (male/female%)	30.9% / 69.1%	Lower quartile (male/female%)	63.8% / 36.2%	Lower quartile (male/female%)	19.6% / 80.4%

2019 –

Statutory Disclosure

Information and data is accurate as of the snapshot date 5 April 2019

2020 –

Statutory Disclosure

Information and data is accurate as of the snapshot date 5 April 2020



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