

GENDER PAY REPORT 2023

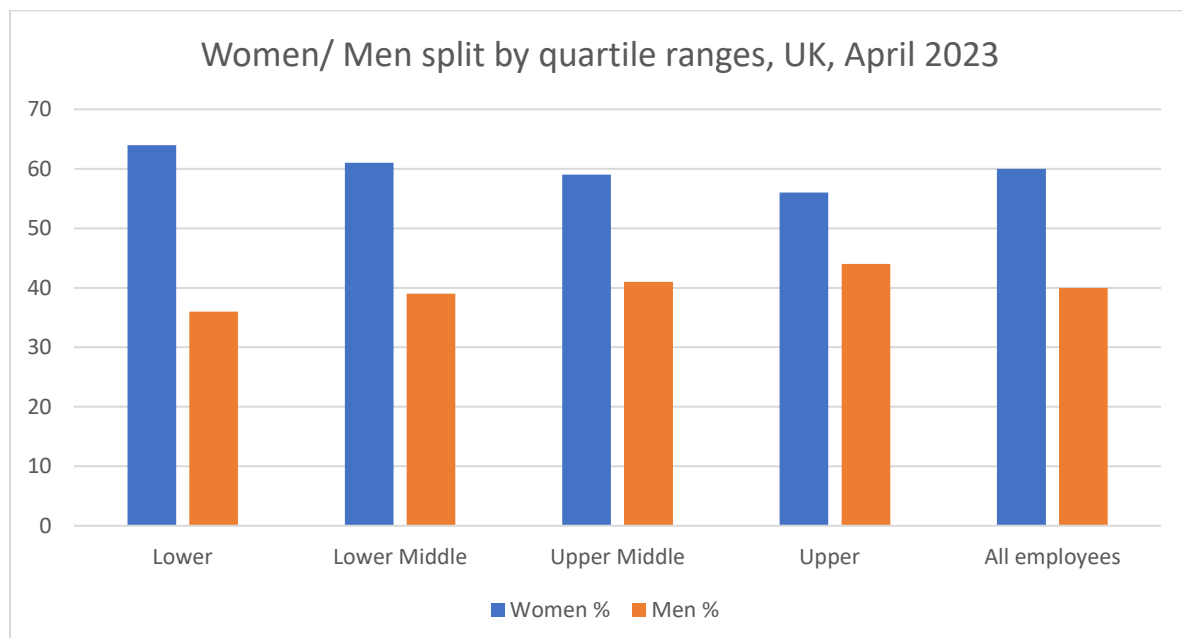
At A Glance:

- We employ more women than men in every salary quartile across the organization.
- Our Executive Leadership Team has representation at 44% men: 56% women, which is reflective of the gender split across our workforce.
- Our median hourly pay gap has continued to fall. Since 2019 it has reduced by 89% and, at 2.01%, is significantly below the Office for National Statistics April 2023 average of 14.3%.

I'm delighted to welcome you to the 2023 Campden BRI Gender Pay Report for the UK Group.

Since 2017, it is mandatory for any organisation with 250 or more employees to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. At Campden BRI we have chosen to include the whole of the UK Group in this report, for the year ended 5 April 2023. This ensures inclusion of all our sites and considers our approach across the UK Group consistently when we consider our gender pay gap.

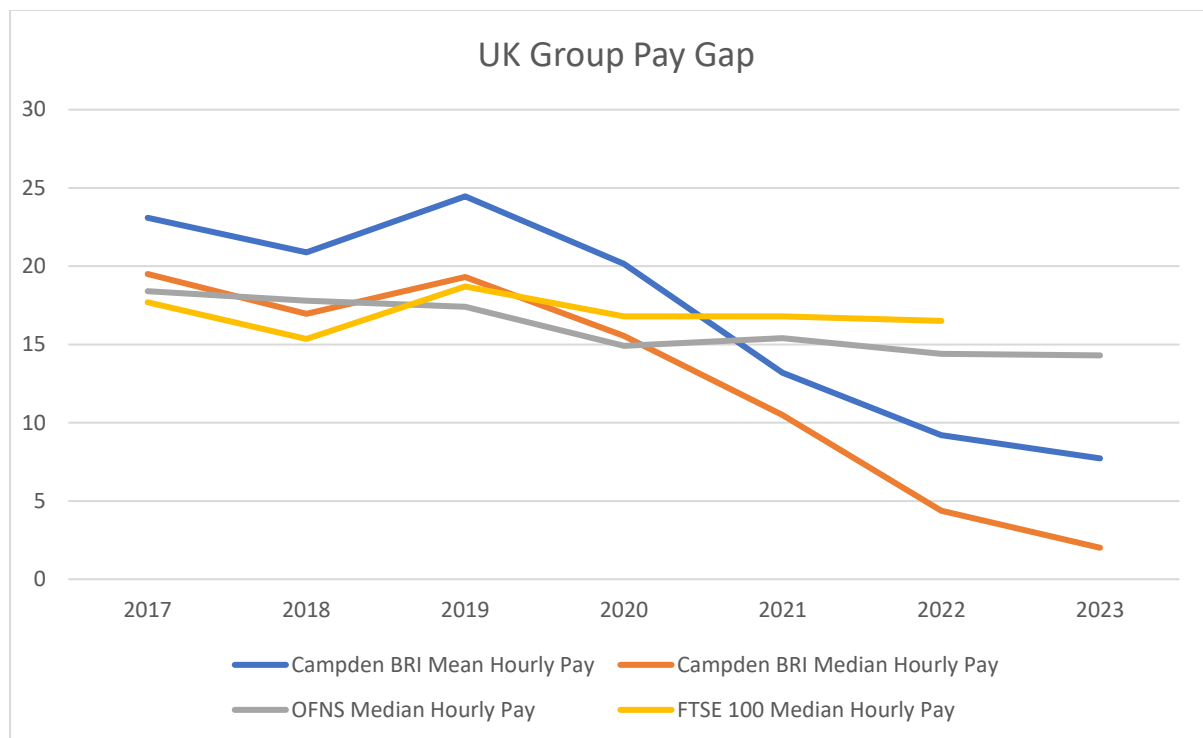
In 2023 the gender split of our workforce remained stable at 60% women and 40% men overall. We continued to employ more women than men at every salary quartile within our organisation and are key promoters of science careers for all and at every level. Our Executive Leadership Team is also reflective of this gender split, with 56% women: 44% men. We continue to focus on increasing diversity at all levels in the organisation to ensure we are inclusive and representative of our clients and consumers.



The last 12-months has seen a continued focus on retention of key skills in our business. We have continued to benchmark salaries for our roles to a market comparison. The pay review process in January 2023 saw a significant pay increase for all our roles to assist with this and to help our people address the cost-of-living crisis. September 2022 also saw the launch of a Graduate Recruitment programme, in line with our Early Careers strategy, providing a recruitment focus to attract and identify talent in our business. We also support higher level study via Degree Apprenticeships and PhDs to support the development of science techniques and expertise in our business.

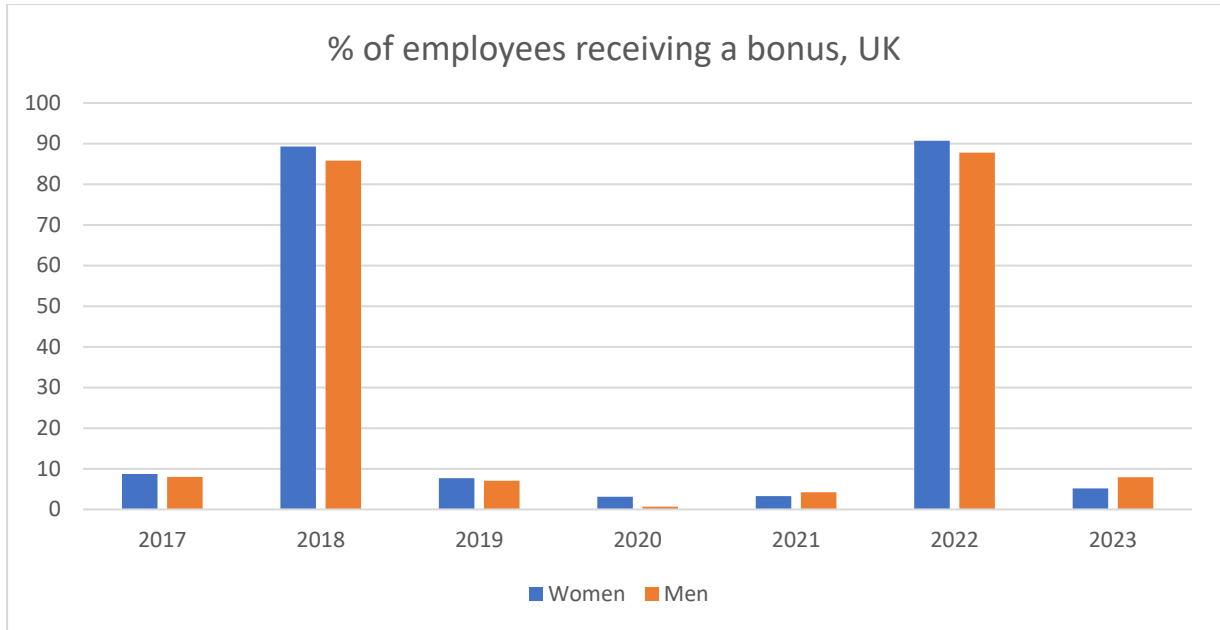
Pay includes basic pay and allowances received in the reporting year up to April 2023, whilst bonus includes long service awards, candidate referral awards and employee prizes.

I am delighted to note that our pay gap figures continue to reduce year on year. Our 2023 figures show a mean hourly pay gap of 7.75% and a median hourly pay gap of 2.01%. Our median hourly pay gap therefore now shows a reduction of c.89% since 2019 and is also significantly lower than the April 2023 average of 14.3%, published by the Office of National Statistics, and the FTSE 100 median 2022 hourly pay gap of 16.5%. This reflects the continuing work on salary benchmarking and the impact of the Science pay structure.



(Office for National Statistics data from the Annual Survey of Hours and Earnings, FTSE 100 data from HRDataHub)

In 2023 our bonus figures were again impacted because the Company did not pay out a profit-sharing bonus. The bonus figures are therefore based on long service milestone, prizes and a candidate referral scheme for recruitment so the total payments are small. Therefore, the proportion of women and men receiving a bonus represented only 6% of total employees; 5.2% women and 7.9% men. This resulted in a mean bonus gap of -14.24% and a median bonus gap of -60.23%. We are confident of improved business performance as our strategic plans drive the focus of the business.



For 2023/2024 and beyond our focus will continue to be on talent attraction and development, early careers support and a refresh of our people policies. I look forward to seeing the impact of these initiatives.

Declaration:

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Peter Headridge
Chief Executive