

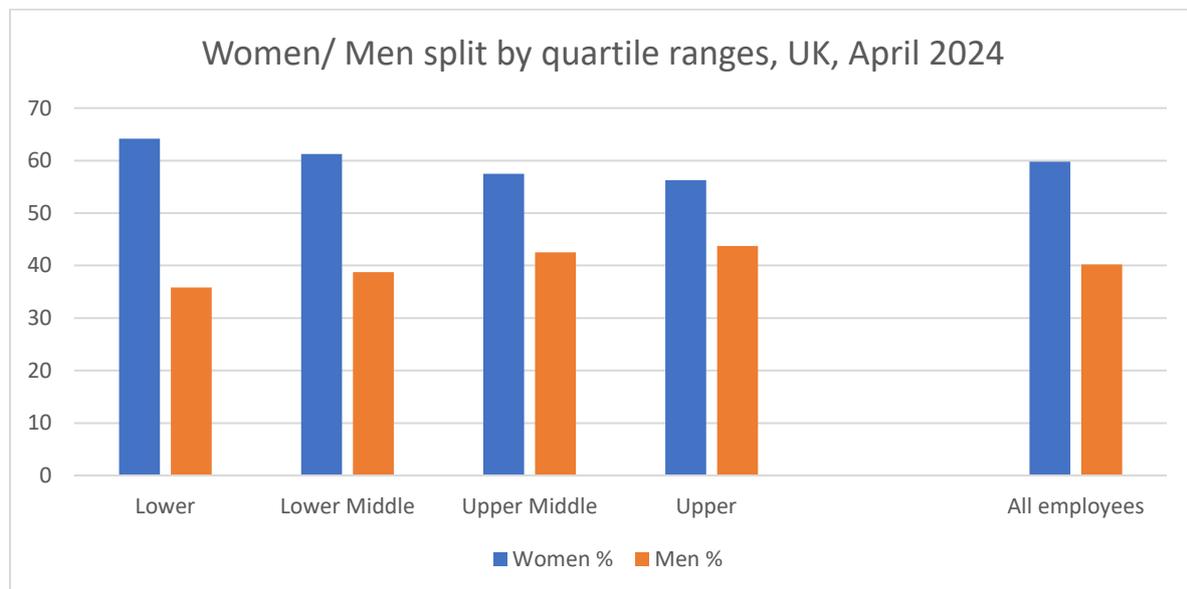
## GENDER PAY REPORT 2024 – Campden BRI UK Group

### At A Glance:

- We continue to employ more women than men in every salary quartile across the organization.
- Our Executive Leadership Team has representation at 40% men: 60% women, which is reflective of the gender split across our workforce.
- Our median hourly pay gap has risen in 2024 but, at 6.78%, remains significantly below the Office for National Statistics April 2024 average of 13.1

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 2024. This ensures inclusion of all our sites and considers our approach across the UK Group consistently when we consider our gender pay gap.

In 2024 the gender split of our workforce remained stable at 60% women and 40% men and we continued to employ more women than men at every salary quartile within our organization. The make-up of our Executive Leadership Team also reflects this gender split. A key focus continues to be the promotion of science careers for all, and at every level and to aid this, in the last 12-months, we have seen an increase in employees completing formal training at all academic levels, ranging from degree apprenticeships up to PhDs, along with support for formal professional qualifications. The development of progression models is also underway in our operational areas, to provide career frameworks.

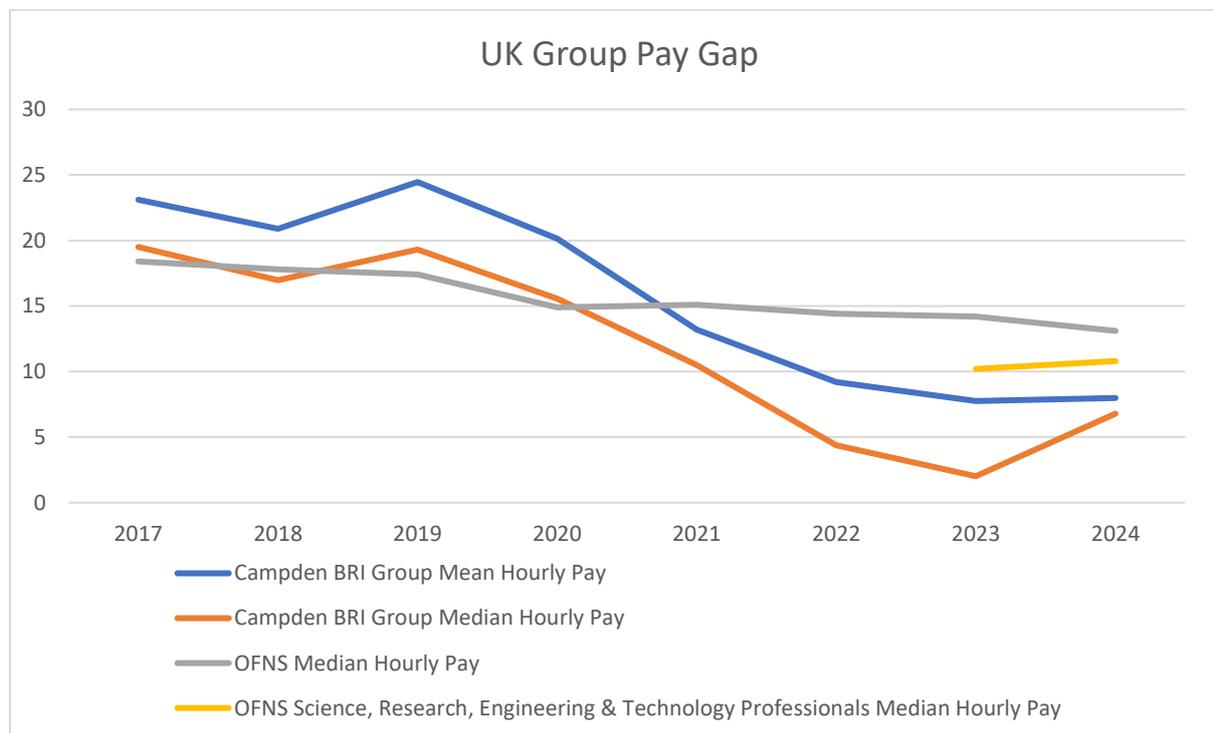


Alongside career development, other initiatives are in place to aid employee retention. The January 2024 pay review saw a significant salary increase to reflect both the wider benchmarking of our salaries to a market comparison and to support our employees through the challenging economic climate. Our people policies also had a re-refresh during this period, with improved family-friendly

support seeing the introduction of IVF leave, clarification of unpaid leave and time off for religious observance, amongst others.

Pay includes basic pay and allowances received in the reporting year up to April 2024, whilst bonus includes profit share bonus, long service awards, candidate referral awards and employee prizes.

Our 2024 figures show a mean hourly pay gap of 7.98% and a median hourly pay gap of 6.78%. This is a slight increase on 2023 but remains significantly lower than the April 2024 average of 13.1%, published by the Office of National Statistics (OFNS), and the OFNS median 2024 hourly pay gap for Science, Research, Engineering & Technology professionals of 10.8%. We remain committed to reducing our pay gap between women and men, whilst paying market rate salaries and providing opportunities for all.



(Office for National Statistics data from the Annual Survey of Hours and Earnings)

In 2024 our bonus figures included the payment of a Company profit-sharing bonus, so 91.2% of women and 90.2 % of men received a bonus, resulting in a mean bonus gap of 24.92% and a median bonus gap of 0.45%.

For 2024/2025 our focus will continue to be on talent development and retention. 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