



Gender Pay Gap Report - 2020

Matthen Clark
the experience matters

BIBENDUM

Introduction

Matthew Clark and Bibendum are two of the UK's largest independent drinks wholesalers to the hospitality industry.

Combined, both businesses serve over 24,000 outlets from national prestige hotel chains to independent pubs, clubs and restaurants. The two businesses have unrivalled scale and reach into the UK on-trade, delivering value, range, insight and expertise for customers. Matthew Clark offers over 7,000 wines, beers and spirits to on-trade customers, with Bibendum offering some 4,500 wines, with particular strength in family owned, artisanal wines.

At Matthew Clark and Bibendum we are committed to equality and building a culture around inclusion and fairness. We recognise the importance of monitoring the gender pay gap and while this is something we are required to do by law, we are also taking steps to understand the factors that contribute to any differences as this is how we will continue our progress in the areas of diversity, equality and inclusion.



Understanding gender pay gap

What is the gender pay gap?

Gender Pay Gap is the difference between the average pay men and women earn – regardless of their role – across an entire organisation, sector, industry or the economy. The gender pay gap is primarily influenced by the amount of men and women working in the organisation and the seniority at which they work – for example, in the UK men are more likely to be in senior roles than women.

The Gender Pay Gap isn't the same as equal pay. Equal pay refers to male and female employees receiving equal pay for doing the same or similar jobs, which has been a legal requirement in the UK since 1970.

What do we report on?

We are required to report on six measures:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gap
- Median Gender Bonus Gap
- Proportion of Men & Women receiving bonus
- Proportion of Men & Women in each pay quartile

What do they all mean?

Mean = Average

The Mean Gender Pay Gap is the difference between the average hourly rate of pay for female colleagues compared with the average hourly rate of pay for male colleagues. The Mean Bonus Gap is the average difference between bonus paid to a female colleague compared with the male colleague.

Median = The Middle

Calculating the median Gender Pay Gap requires finding the colleague who sits in the middle of the entire female workforce in terms of pay and comparing that salary with the male who also sits in the middle of the male workforce in terms of pay.

The median bonus gap is calculated based on the same basis, but considers bonus rather than salary.

Bonus proportions

This is the percentage of females receiving a bonus payment compared with males receiving a bonus payment.

Quartile pay bands

This is the number of females and males that are paid in each pay quartile or bracket. There are four pay quartiles:

- Lower
- Lower Middle
- Upper Middle
- Upper

The quartiles are different for every organisation and are calculated by listing the salary of each colleague from highest to lowest paid. This is then split into four equal brackets (quartiles) and the percentage of females and males in each category is calculated. This is an indication of how many females and male are in junior, middle and senior roles across the business.

Our results 2020

In this report we are our sharing our gender pay gap data for the snapshot date of 5th April 2020. Similar to last year, and in line with the legislative requirement, the numbers below represent data for Matthew Clark Bibendum Ltd.

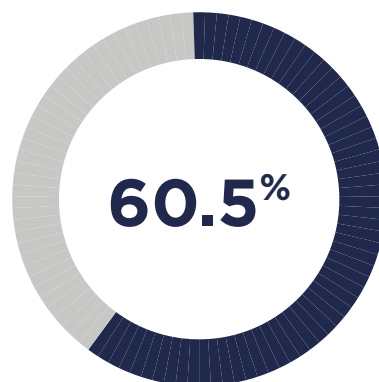
| | Mean (%) | Median (%) |
|------------------|----------|------------|
| Gender Pay Gap | 20.7* | 5.2* |
| Gender Bonus Gap | 14.6 | -45.5 |

* In accordance with government direction colleagues who are furloughed on the snapshot date are excluded as “full pay relevant employees”. This means that these colleagues are excluded from our Gender Pay Gap calculations this year although are included in the Gender Bonus Gap numbers. Further information about the impact of this on our calculations is outlined on Page 4.

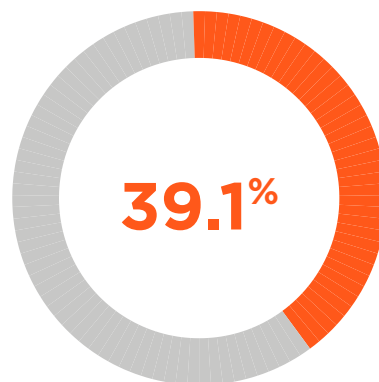
Quartile Pay Bands

| Inter Quartile Range | Men (%) | Women (%) |
|----------------------|---------|-----------|
| Lower | 62.2 | 37.8 |
| Lower Middle | 66.7 | 33.3 |
| Upper Middle | 67.6 | 32.4 |
| Upper | 69.3 | 30.7 |

Proportion of male and female employees receiving a bonus



Male



Female



Comments - What do our results mean?

Gender Pay Gap

Covid has had a significant impact on the hospitality sector in the UK and Ireland, with the industry being closed or trade severely restricted since March 2019. On the snapshot date just over 82% of our colleagues were furloughed highlighting the significant impact of the crisis on our industry and on our business. With such a high proportion of our colleagues excluded from these calculations these results do not represent our Gender Pay Gap for 2020. We look forward to reporting our 2021 numbers when we anticipate a more normalised and representative view of our business.

Gender Bonus Gap

In Matthew Clark and Bibendum broadly bonus payments were achieved in the operational and sales areas of our business. The mean bonus gap is 14.6% which is due to the largest bonus payments being made in a small number of areas of the business where roles that attracted payments were predominantly held by male employees.

The median gender bonus gap is -45.5%. This is driven by a concentration of female employees working in sales and customer contact centre where bonus paid out. The bonus in these areas is generally higher than the bonus potential in operational areas.

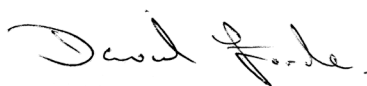
Within the organisation more males than females received a bonus in the year. This is because the areas of the business, such as depot operations, that received a bonus have a higher population of male employees than female employees. Common with other businesses in our industry, due to the nature of the work it is challenging to attract female employees.

While our results this year are incomplete due to the impact of the pandemic, we look forward to an improving situation in the coming months and a more normalised and representative view of our business.

As our industry and business emerges from the restrictions of the pandemic we will continue to focus on improving our gender balance across our business and consider initiatives to ensure consistency and fairness.

Declaration

I confirm that our gender pay gap data has been calculated according to the requirements of the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Forde
CEO
C&C Group Plc

