

Gender Pay Gap Report - 2021

Matthen Clark
the experience matters

BIBENDUM



Introduction

Matthew Clark

The nationwide drinks distributor

Bibendum

The premium wine specialist

Matthew Clark and Bibendum, part of the C&C Group, offer a unique service to the hospitality industry, from independent sole traders to national pub groups, and anything in-between. 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, bringing ease, energy and experience to the industry. Bibendum leads the thinking in wine, inspiring more adventurous, mindful wine drinking.

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 2021

In this report we are sharing our gender pay gap data for the snapshot date of 5th April 2021. Similar to last year, and in line with the legislative requirement, the numbers below represent data for Matthew Clark Bibendum Ltd.

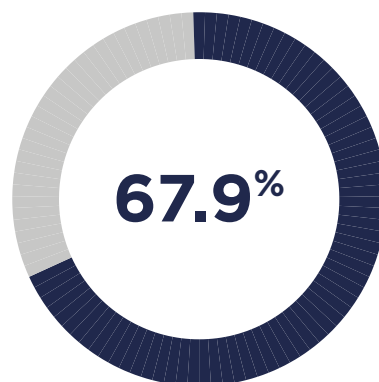
	Mean (%)	Median (%)
Gender Pay Gap	19.1*	4.8*
Gender Bonus Gap	-51	-134.6

* In accordance with government direction colleagues who are furloughed on the snapshot date are excluded as "full pay relevant employees". This means that just under 40% of our 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.

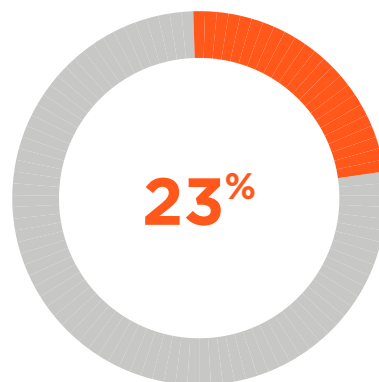
Quartile Pay Bands

Inter Quartile Range	Men (%)	Women (%)
Lower	68.4	31.6
Lower Middle	58.7	41.3
Upper Middle	61.7	38.3
Upper	70.9	29.1

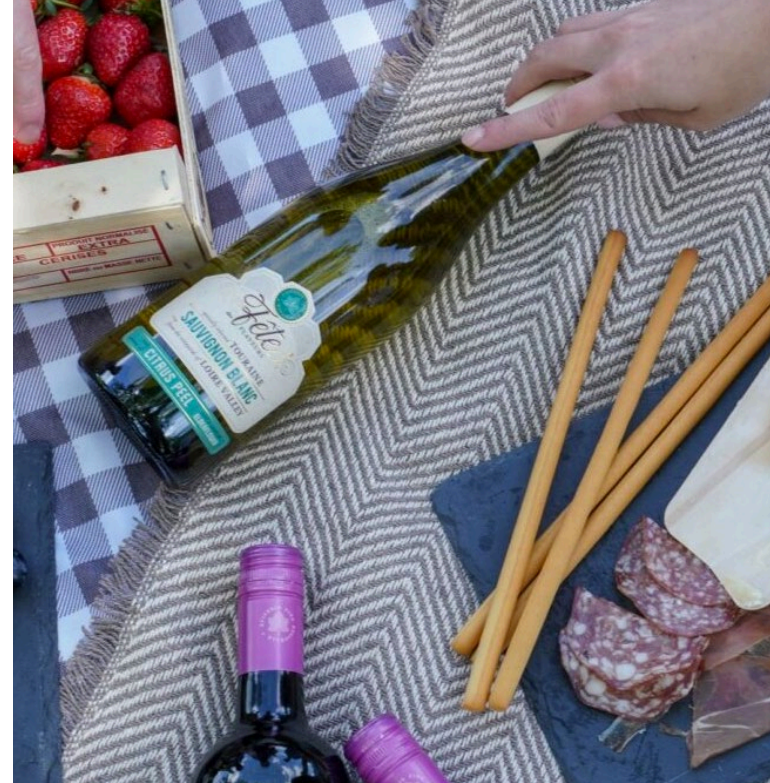
Proportion of male and female employees receiving a bonus



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 severely restricted at various times since March 2019. When we reported last year about 82% of our colleagues were furloughed and we were fully expectant of being able to present a more normalized view of our business this year. Unfortunately, on the snapshot date just under 40 % of our colleagues remained furloughed highlighting the ongoing and significant impact of the crisis on our industry and on our business. With such a high proportion of our colleagues excluded from these calculations unfortunately these results are not a true representation of our Gender Pay Gap for 2021.

Gender Bonus Gap

In Matthew Clark and Bibendum, part of the C&C Group, broadly bonus payments were achieved in the operational and sales areas of our business.

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.

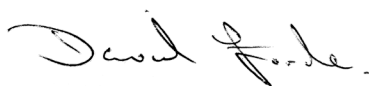
The bonus gap indicates the generally higher bonus opportunity in the sales areas of our business, where there is a concentration of female employees, compared to depot operations.

While our results this year are incomplete due to the impact of the pandemic, we are optimistic that good progress has now been made in the battle against Covid 19. 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

