



GENDER PAY  
GAP REPORT  
2023



## OUR COMMITMENT

“We are committed to attracting, retaining and developing a diverse workforce whilst creating an inclusive working environment for everyone”

# About Broxburn Bottlers

Broxburn Bottlers Ltd is a leading independent company providing bottling, product development and rework services to the global drinks industry. The business was established in 1984 and has grown to become a strategic partner to many of the best-known names in the spirits industry.

Based in Broxburn, we have seven production lines capable of producing in almost every conceivable bottle from 5 cl miniatures up to 6 litres, with support for a broad range of packaging formats and in run sizes from single casks to tens of thousands of bottles.

This is the first Gender Pay Gap report for Broxburn Bottlers as we tripped the trigger point of 250 employees in April 2023.



# About Gender Pay Gap Reporting

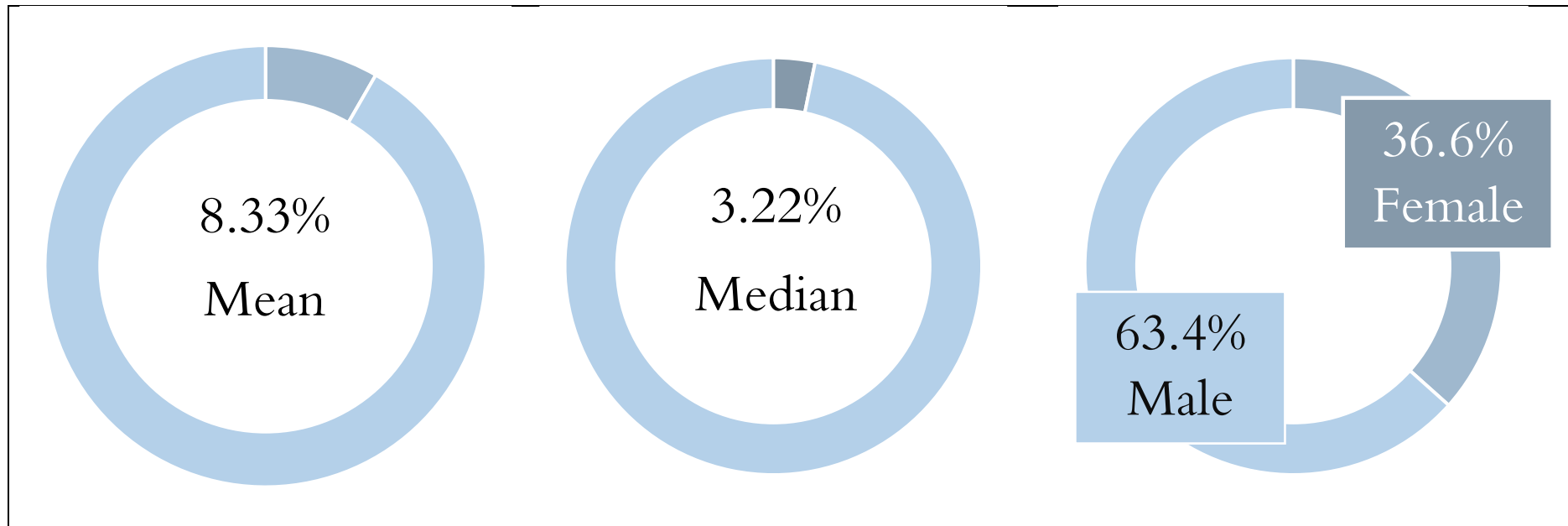
Confusion often arises between **Gender Pay** and **Equal Pay**. It is important to distinguish between them.

Equal Pay focuses on the requirement to ensure that men and women who carry out the same job, jobs rated as equivalent, or work of equal value are paid equally.

The Gender Pay Gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The data in this report shows our Gender Pay Gap for 2023 and is based on a snapshot taken on the 5<sup>th</sup> of April 2023.

# Our 2023 Gender Pay Gap



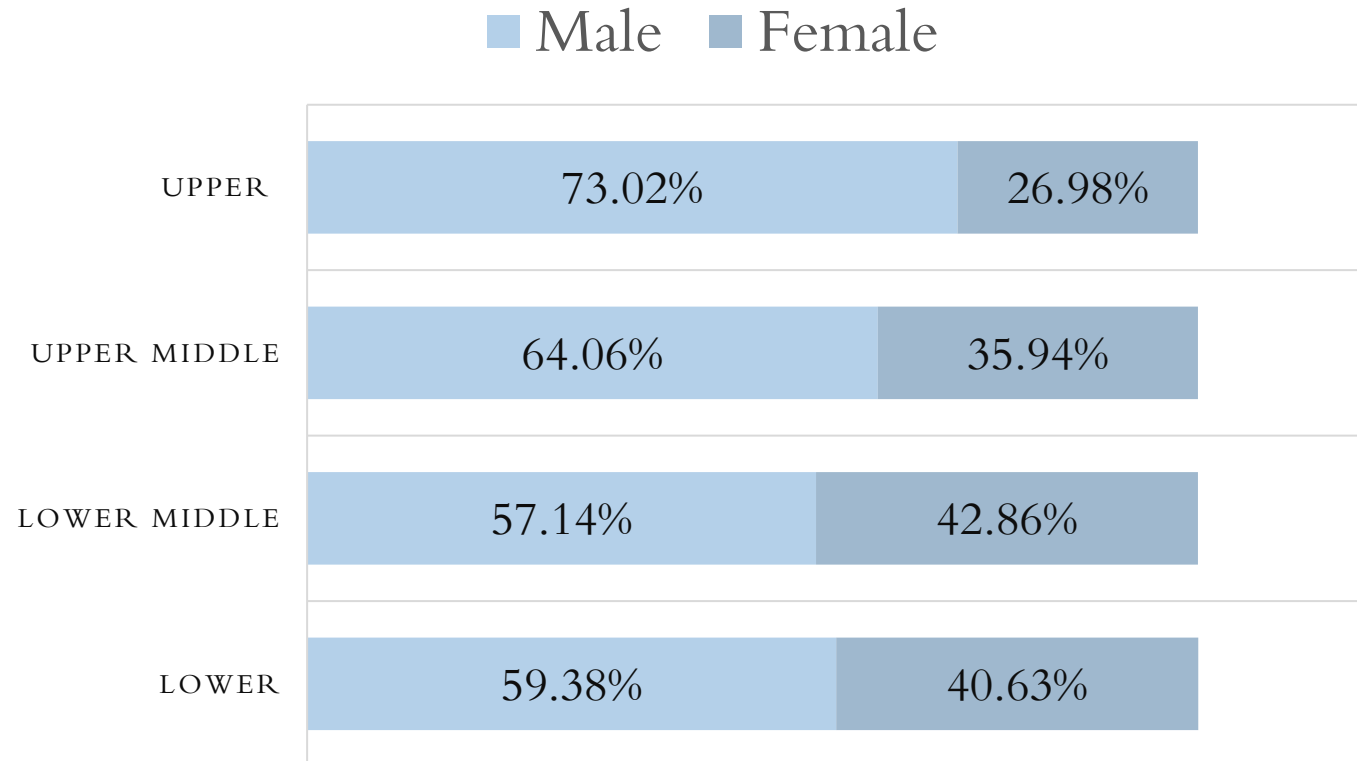
The Mean Gap is based on average hourly rate of pay for male and female employees.

The Median Gap is based on listing all staff and taking the middle hourly rate of pay split by male and female.



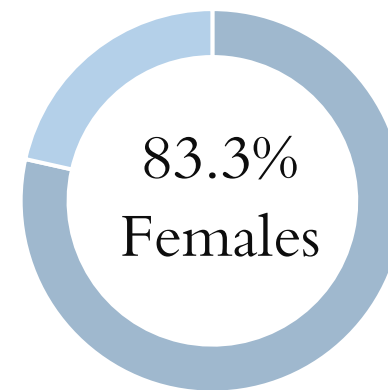
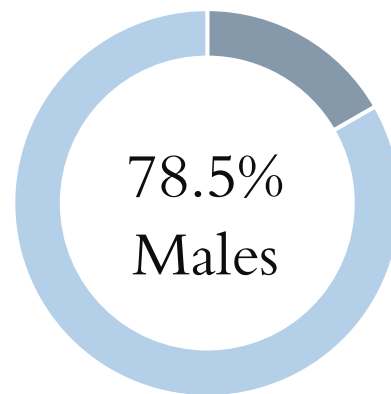
# Our 2023 Gender Pay Quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees.

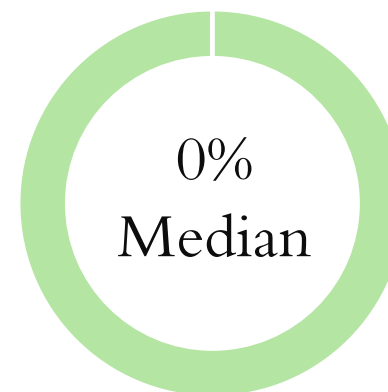
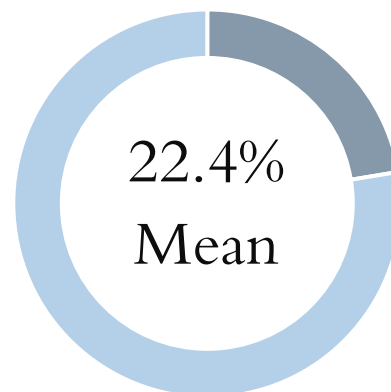


# Gender Bonus Gap

Number of people  
who received a bonus



Bonus Gender Pay  
Gap



# Understanding the Gender Pay Gap

The mean gender pay gap for the whole economy (according to the 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is **14.3%**. In the Manufacturing/Production sector it is **17%**.

We believe that our employees are paid fairly, regardless of gender. It is fair to say that the structure of our business, and how genders are distributed across pay quartiles contributes to our gender pay gap. Males occupy a greater number of senior positions within Broxburn Bottlers than women. These senior positions pay more meaning that men have greater representation in the higher pay quartiles.

At **3.22%** our median gap is favourable to other businesses in our sector. Our mean gap also positions us well at **8.33%**.

Even though our current Gender Pay Gap compares favourably with others in our sector, we are committed to doing everything we can to reduce this gap further and the action planning section covers our intentions in that area.



# Gender Pay Action Plan

## Management Development

We provide coaching, training and development opportunities to all of our managers to ensure they are equipped and aware of the business aims to close the Gender Pay Gap.

## Employee Analysis

We will capture the information and learnings to allow us deep insight into our employees and potential employees to help inform and guide our ongoing action plan development.

## Supporting Parents

We are developing new guidelines to ensure we are adequately supporting employees before, during and after maternity and other parental leave.



# Gender Pay Action Plan Continued

## Flexible Working Policy

We consider requests from all employees to work flexibly regardless of their role or seniority. All requests are fairly considered and acted upon in a timely manner.

## Remuneration

We will continue to regularly review pay and remuneration practices to ensure fair pay and reward for everyone.

## Job Evaluation

We will conclude our job evaluation process during 2024 to ensure transparency and equality in all areas.

# Confirmation Statement



“I confirm that the information set out in this Gender Pay Gap Report is accurate and calculated in accordance with the Regulations.”

**Signed:**

A handwritten signature in black ink, appearing to read 'Fraser Loudon', written over a horizontal line.

**Name:** Fraser Loudon

**Job Title:** Human Resources Director

**Date:** 27/03/2024

