



Bewley's UK Statement on the Gender Pay Gap.

With 242 employees, Bewley's UK are not currently subject to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, however we understand the importance of reducing the Gender Pay Gap and the benefits associated with a reduced Gap.

Our current Gap is 13% this compares favourably to the National Gap of 18%

The current gender pay gap statistics published represent payment made April 2017 and bonuses made April 2016 to April 2017.

Bewley's UK adhere to the Equal Pay Act 1970

The key reasons for the Gender Pay Gap are:

- High representation of male to female.
- High Representation of Male to Females in the 75% Quartile.
- Recruitment in Field Service Engineering Roles

Bewley's UK are committed to reducing the Gender Pay Gap to 0%.

The plan to reduce the Gender Pay Gap includes:

Senior Management Team commitment to reducing the Gender Pay Gap

An organisational review of Remuneration including Tangible and Intangible pay.

- Starting Salaries
- Salary Bands
- Total Reward components

Improved monitoring of recruitment processes to include

- Recruitment proportions of men and women
- The number of men and women who apply for jobs or promotion and the number of men and women who are successful
- The numbers of men and women who apply externally compared to internally

A review of career development and training opportunities

A review of flexible working practices

Bewley's Tea &
Coffee UK Limited

Head Office UK, 8 Century Point,
High Wycombe, HP12 3SL
T: +44 (0) 1494 436 426
F: +44 (0) 1494 769545

The Roastery, Meltham
Yorkshire, HD9 4EP
T: +44 (0) 14 8485 2601
F: +44 (0) 14 8485 2194

www.bewleys.co.uk

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The proportion of women and men who return to work after maternity, paternity, adoption or shared parental leave to resume their original jobs

The proportion of women and men still in post a year after a return to work from maternity, paternity, adoption or shared parental leave

The proportion of women who work part-time and flexibly compared to men, and at what level such arrangements are found

The number of successful flexible working requests by gender

These reviews, subsequent action plans and initiatives and evaluations will result in a reduced Gender Pay Gap.

Signed

A handwritten signature in black ink, appearing to read 'John D'Arcy'. The signature is fluid and stylized, with a long horizontal stroke at the end.

John D'Arcy

Managing Director

Date 16th of March 2018