



Accolade Wines

UK GENDER PAY GAP
REPORT 2019

Accolade Wines is fully committed to gender equity and providing equal opportunities to all of our employees regardless of their background or circumstances.

Accolade knows that a diverse and inclusive work environment creates a collaborative culture and improves performance. Our employees are supported and provided with equal access to career opportunities, training and benefits. This assists us to maximise the potential in our people through continuous growth and development.

From 2017 under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UK employers with 250 or more employees are required to report annually on the gender pay gap in six key metrics:

- Difference in Hourly Mean Pay
- Difference in Median Hourly Pay
- Difference in Bonus Mean Pay
- Difference in Median Bonus Pay
- Proportion of male and female employees who received bonus pay
- The numbers of male and females in each quartile

Our 2019 Gender Pay gap provides the outcomes of the six metrics for our UK workforce.

This will be the third year we have prepared the report and overall we can report that for 2019 we are continuing to close the median pay hourly pay gap. This has been a trend since our initial report in 2017.

Our mean hourly pay gap is 2.6% which is slightly above that

reported for 2018.

Our median hourly pay gap is -8.6% indicating females are paid more. We have reduced this gap from 2018 where the gap was -10.3%.

The pay gap for both the mean and median bonus has widened since reported last year.

The report provides an outline of the proposed action plan to address the identified gaps and an update on key activities in place to promote gender equity.

Our Employees

Accolade Wines is a global employer, with 514 employees in the UK. The overall gender split is predominantly male with 74% representation. This is consistent across all levels in the UK with our industrial workforce at 98% male.

Accolade employees are located across multiple sites with a commercial office in Weybridge, our award winning bottling, warehousing and distribution facility known as 'Accolade Park' in Avonmouth, near Bristol, and our field sales teams.

The make-up of our workforce includes employees in both functional support roles, ie commercial and corporate finance, HR, IT, legal, operations and also operational roles across supply chain, sales and marketing, warehousing and production.

This report reflects the diversity across our organisation with employees located in multiple sites and the roles performed across varied functional areas.

Hourly Pay Gap

The table below sets out the mean and median gender pay gap based on hourly rate of pay as at 5 April 2019.

Our mean hourly pay gap for 2019 is 2.6% which is an increase from 2018 where the pay gap indicated little difference. This is a 2.2% change since last year.

This is below the mean pay gap across all full time employees at 13.1% and 9.4% for the food, drink and tobacco sector.

The difference in median pay continues to narrow and is reported at -8.70% narrowing from -10.3% in 2018 indicating that females are paid above males. This remains below the median pay gap for full time employees in the UK which was 8.9% at April 2019.

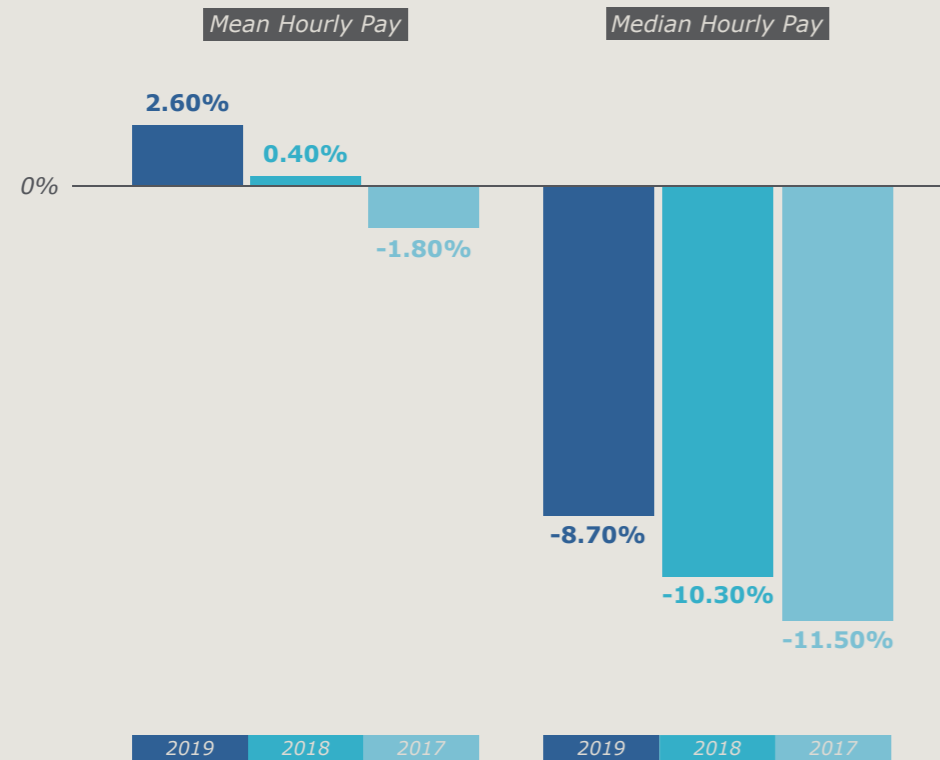
A factor impacting the gap is the size of the industrial workforce which accounts for 47% of the entire workforce in the UK. Salaries for this workforce are set through collective bargaining. Females are under-represented accounting for 2% of this workforce.

The diversity of the workforce in the UK also contributes to the difference with employees in manufacturing employed at Accolade Park in Avonmouth who fulfil warehousing and production roles, while employees based in the Weybridge office perform largely commercial and corporate functions.

HOURLY FIXED PAY

	2019	2018	2017
MEAN PAY GAP	2.60%	0.40%	-1.8%
MEDIAN PAY GAP	-8.70%	-10.30%	-11.50%

Our Pay Gap - Hourly Pay



Bonus Pay Gap

The table below sets out the mean and median gender pay gap based on bonus awards paid to male and female in the year up to 5 April 2019. This relates to bonus payments awarded for the 2018 performance year.

The allocation of bonus payments at Accolade is based on both a group and divisional factor which is then applied to individual STI targets. The absence of any discretion eliminates any gender bias when allocating bonus payments.

Our mean bonus gap, continued to widen by 10.1% from 2018. The gap for the median bonus is 19.70% a substantial increase from 2018 where the median pay gap identified that females earned a higher bonus.

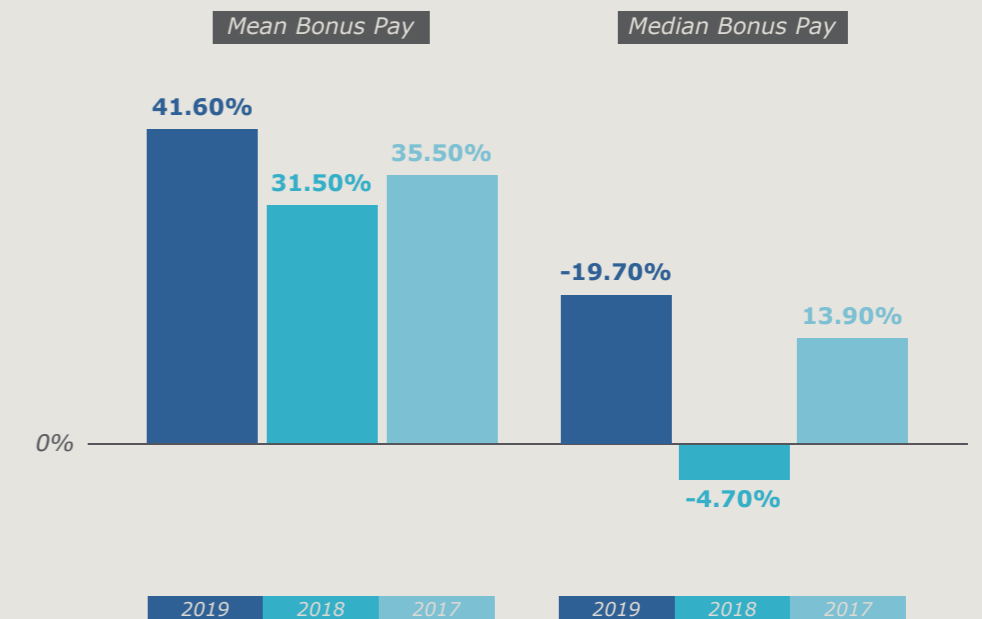
The fluctuation in the bonus pay year on year is impacted by a number of internal and external factors:

- Employees who commence or are promoted during the review period who are paid a pro rata bonus
- Under-representation of female employees at senior levels
- Impact of company and divisional performance year on year which impacts bonus outcomes
- Bonus payments are not adjusted for part time employees where women are over-represented

ANNUAL BONUS

	2019	2018	2017
MEAN PAY GAP	41.60%	31.50%	35.50%
MEDIAN PAY GAP	19.70%	-4.70%	13.90%

Our Pay Gap - Bonus Pay



Proportion of employees receiving a bonus payment

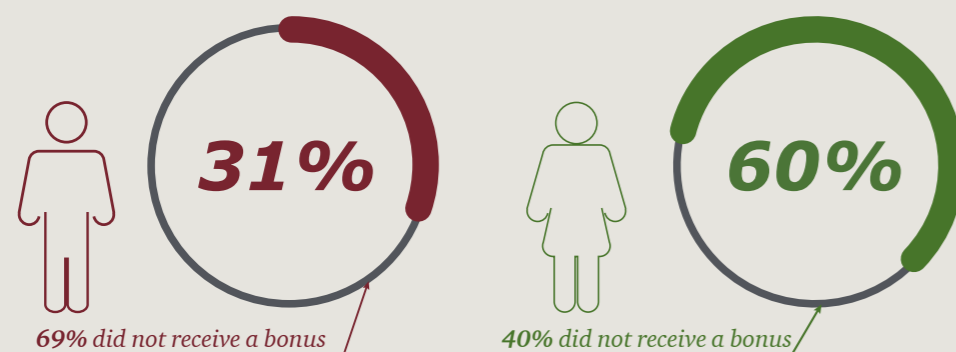
The proportion of females receiving a bonus payment is 29% more than males in 2019.

This is consistent with prior years as it is a reflection of the large proportion of male employees, in our industrial workforce who do not participate in any bonus scheme.

In 2019 31% of males and 60% of females received a bonus.

This represents the percentage of all employees who received a bonus in the previous 12 months.

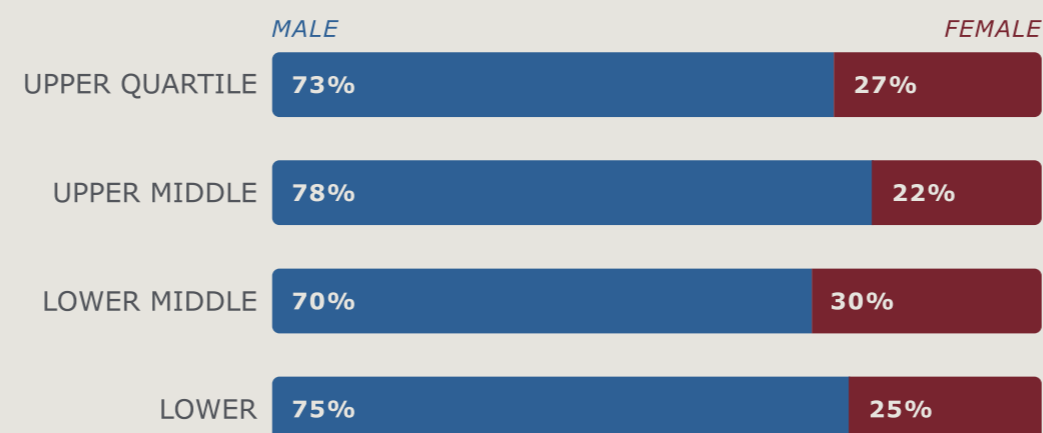
The proportion of employees receiving a bonus has increased slightly from 2018 with a higher proportion of female employees receiving a bonus than male employees.



Pay Quartiles

This metric segments males and females into four equal pay quartiles with just under 130 employees in each quartile. This is illustrated in the chart below.

Our data is consistent across all our four quartiles reflecting our gender pay gap.



Action Plan and Impact

In our 2017 report, we committed to taking actions to reduce our gender pay gap and reducing our mean bonus pay gap by more than 10%.

In 2018 we equalized our mean hourly pay gap to just 0.4%.

Both our mean hourly pay gap and mean bonus gap have increased in 2019 from 2018. This is predominantly due to the under-representation of females to males in certain roles within our business.

Addressing this issue will continue to be a focus for Accolade in 2020.





Closing the Gap

Accolade Wines is committed to developing a diverse workforce and has procedures in place to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on objective and job-related criteria.

The company recognizes the under-representation of women in senior roles and has taken steps to address this.

By using positive role modelling this has assisted us in bringing people together to create change, working together as one business to deliver practical solutions. We respond quickly when it's urgent and commit to our course of action when taking on challenges.

We are attracting talent from a range of sources now including direct recruitment, allowing us to attract a diverse range of applicants.

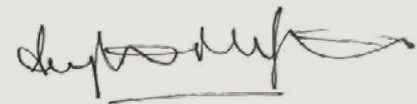
In managing this internally we are able to track the diversity of our candidate pools. Having adopted a structured approach to recruitment this has allowed us to manage the selection criteria more effectively, ensuring there is a balanced approach.

We have appointed more females into senior roles within the business in 2019 and will continue in 2020. This is both from external to the business and also through internal promotions.

Increase representation of women within manufacturing and warehouse roles

The under-representation of women in industrial roles is common throughout the UK manufacturing industry. Although we have low turnover in these roles we will continue to look at opportunities to introduce flexibility and also challenge current perceptions of careers in these roles allowing us to attract more females.

I confirm that the data reported is accurate as of 5 April 2019



Anjanette Murfet

Director, People & Communications

Accolade Wines Limited is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report relates to our UK employees only.

