

**GENDER PAY GAP REPORT 2021
JOHN DEWAR & SONS LIMITED
(the “Company”)**

GENDER PAY GAP REPORT 2021



The gender pay gap shows the differences in average pay between women and men across the Company as a whole. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

Population split by male/female employees:

- **73% Male**
- **27% Female**

Female % of population is up from 24% last year

Median gender pay gap:

- **6.8%**

Median bonus pay gap:

- **0.7%**

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Mean gender pay gap:

- **9.3%**

Mean bonus pay gap:

- **31.1%**

Males/Females receiving a bonus payment: 89%/76%

All employees are eligible for a bonus but must have completed at least 3 months' service in the relevant company Financial Year. New joiners explain why the actual % receiving a bonus is not 100%. There were more female new joiners as a proportion of the female population than there were male joiners as a proportion of the male population. This explains the difference in males / females receiving a bonus payment.

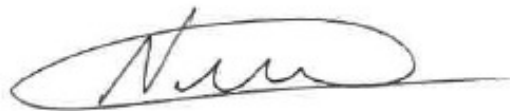
Proportion of males and females in each quartile* pay band (Female%/Male%):

- Upper quartile: **22% F / 78% M**
- Upper middle quartile: **27% F / 73% M**
- Lower middle quartile: **28% F / 72% M**
- Lower quartile: **30% F / 70% M**

**Quartiles are based on hourly pay rates*

Declaration

We confirm the information and data reported is accurate as of the snapshot date 5 April 2021

A handwritten signature in black ink, appearing to read 'Niall Mitchell', with a long horizontal flourish extending to the right.

Niall Mitchell
Operations Centre Director

A handwritten signature in black ink, appearing to read 'Keith Hogg', with a large, stylized loop at the end.

Keith Hogg
HR Director