

GENDER PAY GAP REPORT 2022
JOHN DEWAR & SONS LIMITED
(the “Company”)

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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:

- **74% Male**
- **26% Female**

Female % of population is down 1% last year.

Median gender pay gap:

- **-2.21%**

Median bonus pay gap:

- **10.80%**

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Mean gender pay gap:

- 5.05%

Mean bonus pay gap:

- 94.93%

Males/Females receiving a bonus payment: 73%/74%

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.

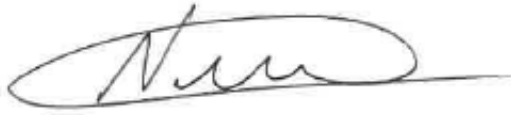
Proportion of males and females in each quartile* pay band (Female%/Male%):

- Upper quartile: 27% F / 73% M
- Upper middle quartile: 26% F / 74% M
- Lower middle quartile: 26% F / 74% M
- Lower quartile: 25% F / 75% 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 2022

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

Niall Mitchell
VP Supply Chain, Western Europe

A handwritten signature in dark ink, appearing to read 'Patricia Costoya', with a long horizontal stroke extending to the right.

Patricia Costoya
Sr. HR Manager