



EMPLOYEE COMMUNICATION: GENDER PAY GAP REPORTING

1. INTRODUCTION

As an employer, we are legally required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This reporting helps us understand the difference between the average earnings of men and women across our organisation. It does not involve publishing any individual employee's data.

Each year, we calculate the following:

- Mean and median gender pay gap
- Mean and median bonus pay gap
- Proportion of females receiving a bonus
- Proportion of males and females in each pay quartile

This report covers pay data for the snapshot date 5 April 2025, and bonus data for the 12-month period preceding this date. No bonus payments were issued to employees during the reporting year.

We are required to publish our results on both our company website and the government's reporting portal. These findings help us assess:

- The level of gender equality within our workplace
- The distribution of male and female employees across different pay levels
- How effectively we are developing, rewarding, and retaining talent

Eliminating the gender pay gap remains a challenge both within our organisation and across Great Britain.

2. UNDERSTANDING THE GENDER PAY GAP

The gender pay gap is a measure of the difference between the average hourly pay of men and women in an organisation. It is calculated in two ways:

- **Mean Pay Gap:**
The average hourly rate of men compared to women.
- **Median Pay Gap:**
The middle value when all hourly earnings are listed from lowest to highest. This measure is less affected by extremes and often provides a clearer view of typical earnings.

Gender Pay Gap reporting also requires employers to group the workforce into four equal-sized pay quartiles: Lower, Lower Middle, Upper Middle and Upper in order to illustrate how men and women are distributed across pay ranges.

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Greencroft Bottling Company Ltd
Greencroft Estate, Greencroft Parkway,
Annfield Plain, Durham, DH9 7XP, UK

Tel: +44(0)1207 52 1400
reception@greencroftbottling.co.uk
www.greencroftbottling.co.uk

Company registration number: 04768870
Registered in England
VAT number: GB814597311
AWRS Registration No.: XZAW00000101748

Company Directors: AA Cleary, AL Cleary, BWA Cleary, CR Cleary, VA Cleary, MA Satchwell



These figures should not be interpreted as evidence of unequal pay. Greencroft Bottling Company Limited maintains a structured grading system ensuring that individuals performing the same roles receive equal pay regardless of gender. Differences arise primarily from the distribution of men and women across roles and levels of seniority, reflecting broader industry trends.

3. GENDER PAY GAP RESULTS

3.1 Headline Gender Pay Gap Figures

Year	Mean Pay Gap The mean (or average) is the sum of all values divided by the number of values.	Median Pay Gap The median is the middle value when all numbers are arranged in order.
2025	19.34%	7.26%
2024	15.33%	8.73%

3.2 Earnings by Gender

Year	Gender	Count	Mean	Median
2025	Male	251	£17.12	£15.00
	Female	54	£13.81	£13.91
2024	Male	190	£16.12	£14.34
	Female	44	£13.65	£13.09

3.3 Bonus pay gap

During the reporting year no bonus payments were issued to any employees.

Therefore:

- Mean bonus pay gap: 0%
- Median bonus pay gap: 0%
- Proportion receiving bonus: 0% for both men and women

3.4 Pay Quartile Distribution – April 2025

The distribution shows that, while women are increasingly represented across the middle quartiles, men remain predominant in the highest-paid quartile. This reflects broader patterns in the manufacturing sector, which has historically attracted more male applicants for higher-level technical and operational roles.

Quartile	Female (%)	Male (%)
Upper	3.95%	96.05%
Upper-Mid	21.05%	78.95%
Lower-Mid	27.63%	72.37%
Lower	18.18%	81.82%

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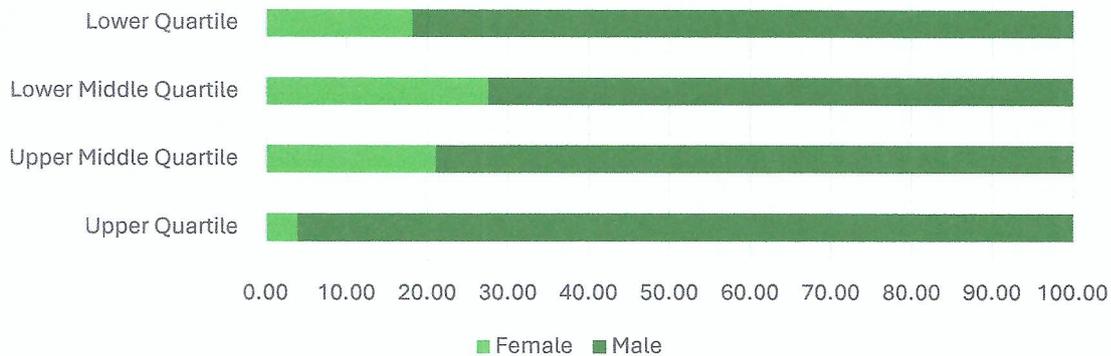
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Pay Quartile Distribution - April 2025



4. INTERPRETING THE RESULTS

Our analysis shows that women remain underrepresented in higher-paid roles, contributing to our overall gender pay gap. This pattern is consistent with both manufacturing sector trends and the structure of our current workforce.

Importantly, these findings do not indicate unequal pay for comparable work. Our grading and pay structures ensure fairness and consistency across roles.

5. ACTION PLAN RECOMMENDATIONS

Greencroft Bottling Company Limited is committed to fostering an inclusive, diverse and equitable workplace. To reduce the gender, pay gap, we will continue to take steps to attract, support and retain female talent across all levels of the organisation.

Our ongoing and upcoming actions include:

5.1 Recruitment and Attraction

- Ensuring job adverts and selection processes remain free from bias and aligned with the Equality Act 2010.
- Strengthening partnerships with apprenticeship providers and local colleges to encourage more women into manufacturing and operational roles.

5.2 Development and Progression

- Identifying high-potential female employees earlier in their careers.
- Offering tailored development pathways including mentoring, targeted training and leadership development opportunities.
- Increasing female representation in senior and technical roles over time.

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5.3 Training and Culture

- Embedding Unconscious Bias Training into management development programmes.
- Equipping all managers involved in hiring, performance reviews and promotions to recognise and mitigate bias.
- Supporting a culture where progression is based solely on merit, capability and performance.

We recognise that closing the gender pay gap is a long-term commitment. We will continue to evaluate the effectiveness of our actions and adapt our approach as needed.

6. CONTACT INFORMATION

Further details about how we intend to address our gender pay gap or more information on these calculations can be found by contacting our HR Team: HR@greencroftbottling.co.uk

7. STATEMENT OF ACCURACY

I confirm the accuracy of the gender pay gap data for Greencroft Bottling Co. Ltd. for the snapshot date of 5 April 2025, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

Name:

Mark Satchwell

Job Title:

Managing Director

Date:

23rd March 2026

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