



Gender Pay Gap Report 2025

CVH Spirits LTD

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2017
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GENDER PAY GAP REPORT

CVH Spirits - Snapshot Date: 5 April 2025

Introduction

In accordance with the UK government's Gender Pay Gap Reporting Regulations, CVH Spirits has published our gender pay gap data as of 5 April 2025.

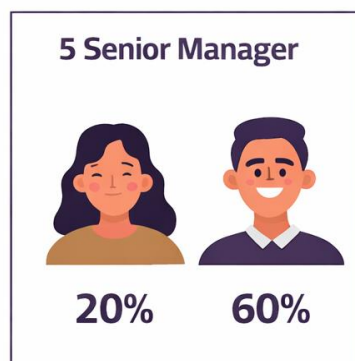
We are committed to creating a workplace that is inclusive, equitable, and where all individuals are fairly rewarded for their contributions.

Our Commitment

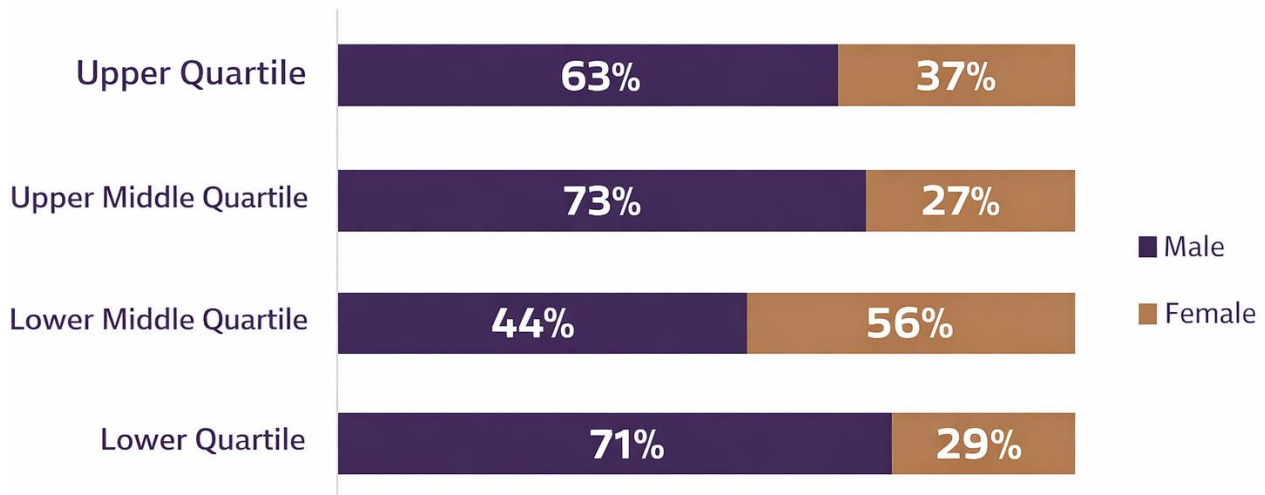
At CVH Spirits, we believe in fostering an environment where everyone, regardless of gender, has equal access to opportunity and recognition.

Our Gender Pay Gap Report is one way we maintain transparency and hold ourselves accountable as we strive to create a more inclusive culture

Headcount



Pay Quartiles



Our Gender Pay Gap is influenced by the distribution of employees across pay levels, with males dominating three of the four pay quartiles, particularly in the upper and upper middle quartiles where pay is higher, while females are more represented in the lower middle quartile.

Our Pay

As of April 2025, the distribution of employees across pay quartiles shows some positive movement, with female representation in the Upper Quartile increasing from 32.3% to 36.5%. However, males continue to dominate three of the four pay quartiles, particularly the Upper Middle Quartile, while women remain more represented in the Lower Middle Quartile, indicating that the overall gender pay gap continues to be influenced by the distribution of men and women across pay levels. While there is still a gap to be narrowed, our median Gender Pay Gap of 9.9% is narrower than the UK average median Pay Gap which is 13.1%

Our Bonus

Percentage of Employees who received a Bonus:



The median bonus gap between male and female employees improved slightly in 2025 compared with 2024, with 5.76% of male employees receiving a higher bonus payment. In 2024 the median bonus gap was 6.1%, meaning that male employees received bonuses that were 6.1% higher than those received by female employees. The mean bonus gap also improved in 2025. In 2024 the mean bonus gap was 6.7% in favour of male employees, whereas in 2025 the mean bonus gap was -0.99%, meaning that the average bonus payment received by female employees was slightly higher than that received by male employees.

Our Actions and Commitments

We remain committed to improving gender balance and supporting an inclusive workplace. Our ongoing actions include:

- **Women's Network:** Our Women's Network continues to provide opportunities for women across CVH Spirits to connect, share experiences, and support one another. The network also plays an important role in promoting equality, diversity and inclusion across the business.

- **Menopause Café:** We provide a supportive space where colleagues can openly discuss menopause and share experiences, helping to raise awareness and create a more understanding and inclusive workplace.
- **Flexible Working:** We continue to embrace flexible working arrangements as part of our commitment to supporting work–life balance and enabling colleagues to manage their professional and personal responsibilities.

Statement of Accuracy

I confirm the gender pay gap data for CVH Spirits is accurate and has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Alison Craig
HR Director