



Gender Pay Gap Report 2024

CVH Spirits LTD

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GENDER PAY GAP REPORT

CVH Spirits - Snapshot Date: 5 April 2024

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 2024.

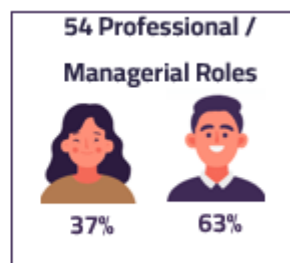
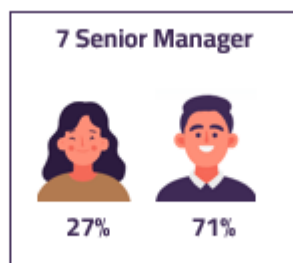
We are committed to creating a workplace that is inclusive, equitable, and where all individuals are fairly rewarded for their contributions.

Our Commitment

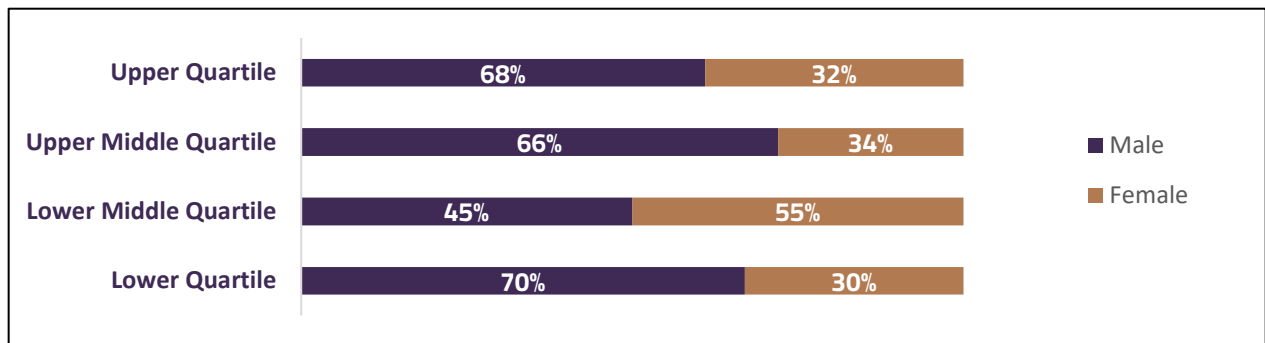
At CVH Spirits, we believe in fostering an environment where everyone, regardless of gender, has equal access to opportunity and recognition.

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

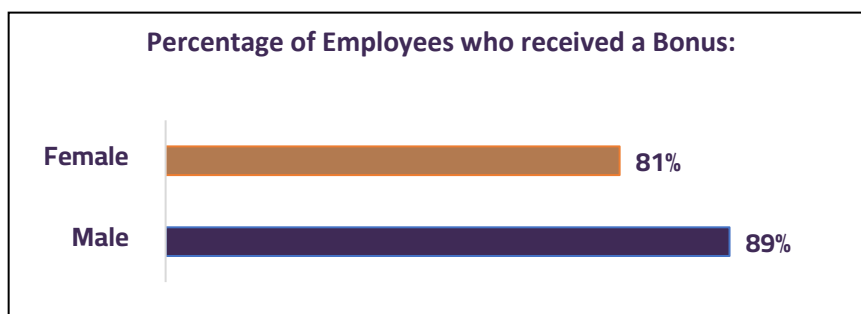


We recognise that our Gender Pay Gap is largely due to the lack of female representation in certain roles. Males dominate 3 of the 4 Pay Quartiles where pay is higher.

Our Pay

As of April 2024, the mean gender pay gap at CVH Spirits was 3.0%, a reduction from 4.8% in April 2023. This indicates a narrowing of the average hourly pay difference between male and female employees. However, the median gender pay gap increased by 2.7% in comparison to the previous year. While there is still a gap to be narrowed, our median Gender Pay Gap of 10.8% is narrower than the UK average median Pay Gap which is 13.1%.

Our Bonus



The median bonus gap between male and female employees worsened, in comparison with 2023, with 6.1% of male employees receiving a higher bonus payment in 2024. In 2023 the median bonus gap was -8.0% meaning that the bonus payment female employees received was 8% higher.

Our Action & Commitments

Our actions so far include;

- **Women's Network:** Since launching the Women's Network, membership has grown to 31, providing a dedicated space for women across CVH Spirits to connect, share experiences, and actively contribute to driving greater equality, diversity, and inclusion across the business.
- **Neonatal Care Leave Policy:** In recognition of the challenges faced by parents with babies requiring neonatal care, we introduced a dedicated Neonatal Care Leave Policy. This provides eligible employees with up to 12 weeks of additional paid leave, ensuring they have the time and support needed to be with their child during a critical period, while also safeguarding their own health and wellbeing.
- **Flexible Working:** Over the past year, we have continued to embrace flexible working as part of our commitment to supporting work-life balance. A number of flexible working requests have been approved or are currently under trial. Of these, 13 are from female employees and 6 are from male employees, reflecting a growing uptake and awareness of flexible work options across the business.

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
