

GENDER PAY REPORT 2022

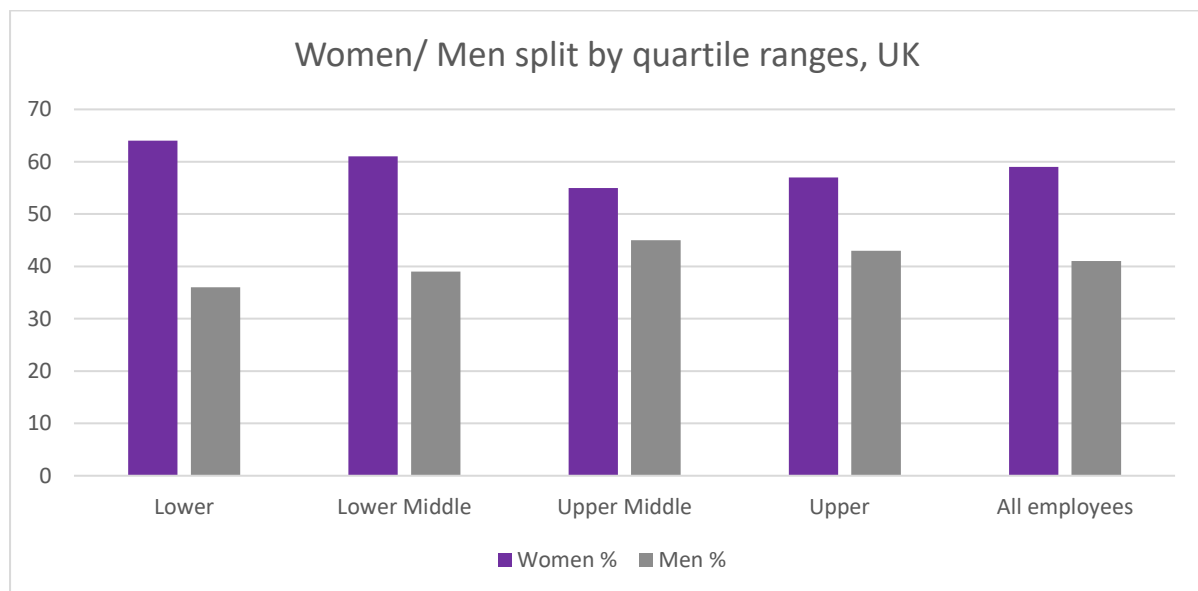
At A Glance:

- We employ more women than men in every salary quartile across the organization.
- Our Executive Leadership Team has representation at 44% men: 55% women, which is reflective of the gender split across our workforce.
- Our median hourly pay gap has reduced by 77% since 2019 and, at 4.37%, is significantly below the Office for National Statistics April 2021 average of 15.4%
- Our median bonus pay gap was 0.75%

I'm delighted to welcome you to the 2022 Campden BRI Gender Pay Report for the UK Group.

Since 2017, it is mandatory for any organisation with 250 or more employees to publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. At Campden BRI we have chosen to include the whole of the UK Group in this report, for the year ended 5 April 2022. This ensures inclusion of all our sites and considers our approach across the UK Group consistently when we consider our gender pay gap

In 2022 the gender split of our workforce, which currently stands at just over 315 employees remains stable at 59 % women and 41% men. We employ more women than men in every salary quartile within our organisation and are key promoters of science careers for all and at every level.



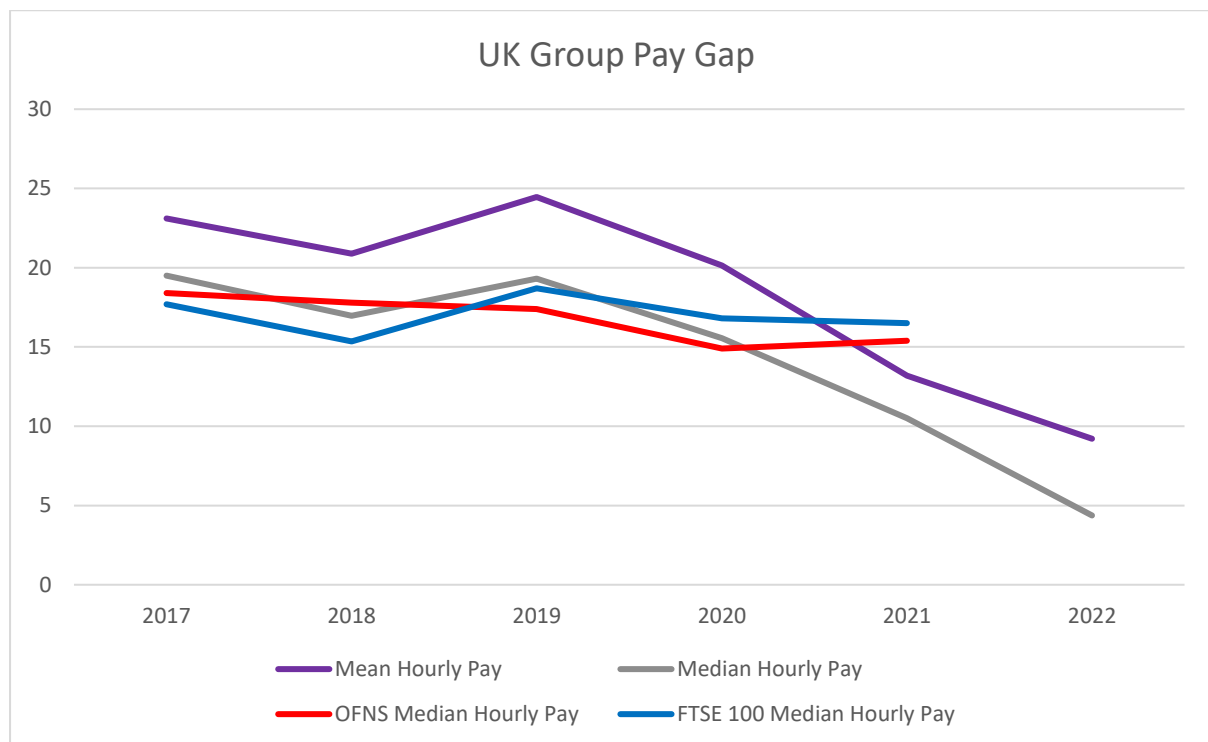
Indeed, the last 12-months have seen the appointment of a new HR Director and Commercial Director into our business, so at Director level the men: women split is now 50:50, and our Executive Leadership Team has representation at 44% men: 55% women. We will continue to focus on increasing diversity in our leadership team to ensure we are inclusive and representative of our clients and consumers

Since our last report, the Company has continued to focus on our post-Covid workplace, with hybrid and home working becoming embedded into our working practices and flexible working practices continuing to evolve for our lab-based employees. We have seen initiatives such as compressed working hours become embedded in some teams this year and anticipate this continuing.

The last 12-months has also seen a focus on initiatives for retention of key skills in our business. We have introduced a separate pay structure for science roles and the pay review processes in July 2021 and January 2022 also focused on raising science salaries, through benchmarking our roles to a market comparison. We have also used a range of different initiatives to engage with our employees, through an annual survey to inform our engagement agenda and using mediums such as text messages and videos to distribute key communications. We have also rolled out a people management training programme: “Catalyst”, and customer experience training to ensure that our employees have the skills they need for their role.

Pay includes basic pay and allowances received in the reporting year up to April 2022, whilst bonus includes long service awards and employee prizes as well as any additional pay relating to profit sharing/ performance.

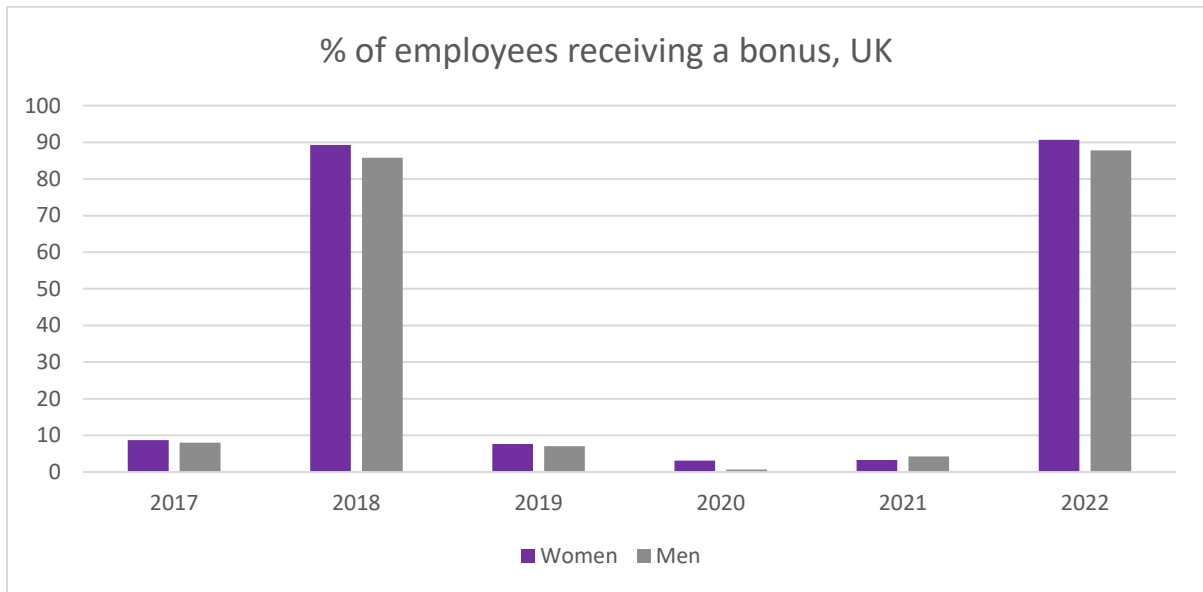
I am delighted to note that our pay gap figures continue to reduce year on year. Our 2022 figures of a mean hourly pay gap of 9.21% and a median hourly pay gap of 4.37%. Our median hourly pay gap therefore now shows a reduction of c.77% since 2019 and is also significantly lower than the April 2021 average of 15.4%, published by the Office of National Statistics, and the FTSE 100 median hourly pay gap of 16.5%. This reflects the efforts of our salary benchmarking work and the impact of the introduction of the Science pay structure.



(Office for National Statistics data from the Annual Survey of Hours and Earnings, FTSE 100 data from HRDataHub)

In 2022 our business performance also meant that the Company was also able to pay out a profit-sharing bonus for the first time since 2018, which is reflected in our bonus figures which saw 90.7% of

women and 87.8% of men eligible to receive a bonus, resulting in a mean bonus gap of -3.05% and median bonus of 0.75%.



For 2023 and beyond our focus will move to talent attraction and development, early careers support and a refresh of our people policies, whilst maintaining gender parity. I look forward to seeing the impact of these initiatives.

Declaration:

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Peter Headridge
Chief Executive