

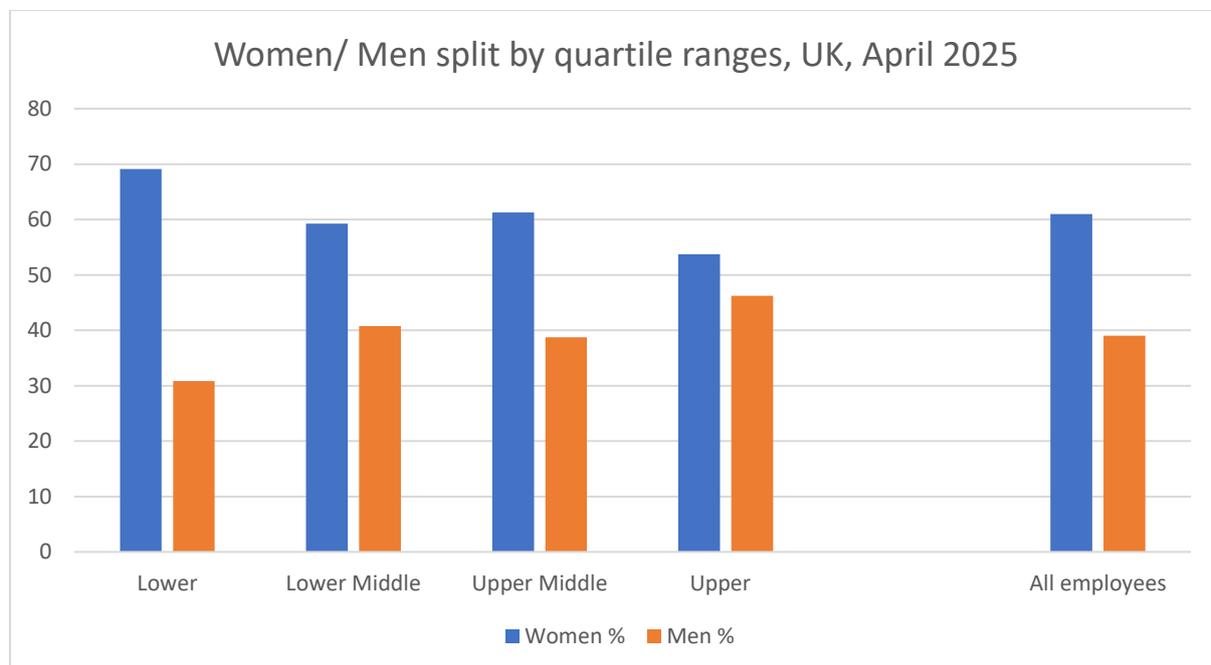
GENDER PAY REPORT 2025 – Campden BRI UK Group

At A Glance:

- We continue to employ more women than men in every salary quartile across the organization.
- Our median hourly pay gap has risen in 2025 but, at 7.57%, remains significantly below the Office for National Statistics April 2025 average of 12.8%
- Against Science, Research, Engineering and Technology Professionals, our median pay gap is favorable.

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 2025. This ensures inclusion of all our sites and considers our approach across the UK Group consistently when we consider our gender pay gap.

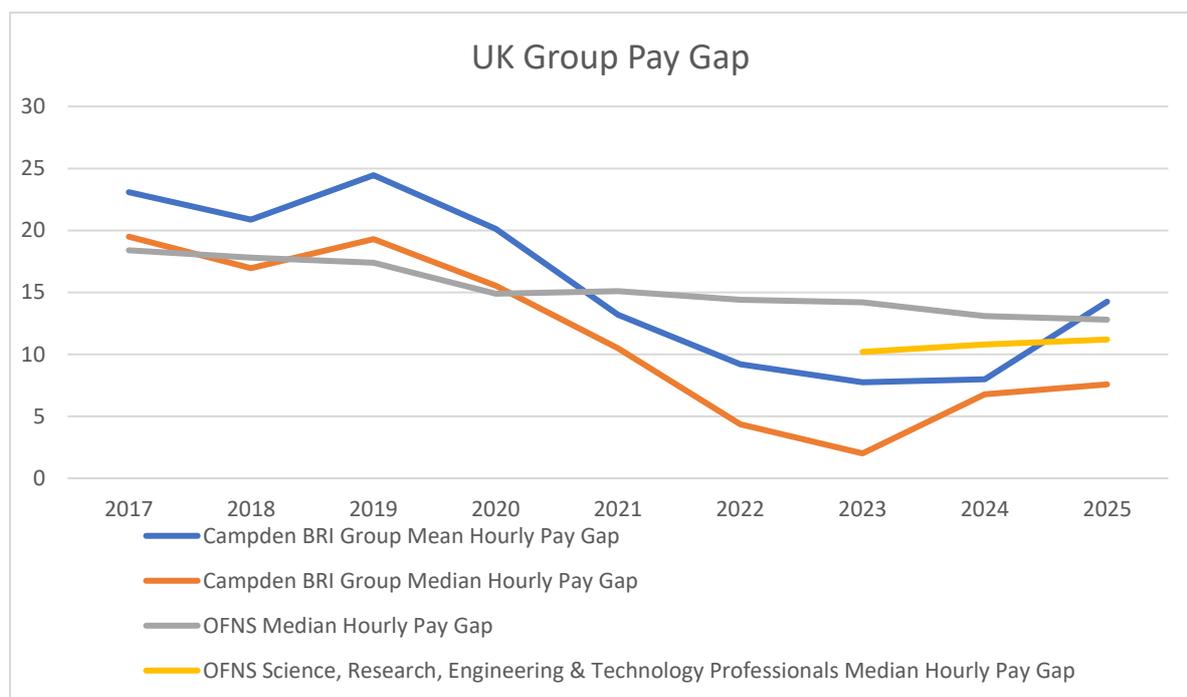
In the year up to 5 April 2025 the gender split of our workforce seen over recent years continued: 61% women and 39% men and we employed more women than men at every salary quartile within our organization. We’ve recruited key senior roles over the past 12 months, internally and externally, to focus new skills and industry expertise in our business and align them to our strategic plans. In turn this will create career opportunities with our teams. We also continue to promote science careers, including supporting formal qualifications such as degree apprenticeships and professional qualifications. Skills development also remains a key focus.



Other initiatives are in place to aid employee retention, including moving parts of our business to homeworking contracts thus supporting employees and widening our candidate pool for recruitment. This year has also seen the creation of our new Campden Wine Services Laboratory in Guildford, Surrey, offering our customers innovation and best practice in all aspects of grape and wine analysis, training and industry support.

Pay

Pay includes basic pay and allowances received in the reporting year up to April 2025. Our 2025 figures show a mean hourly pay gap of 14.25% and a median hourly pay gap of 7.57%, which is an increase on 2024. Our median hourly pay gap however remains significantly lower than the April 2025 median of 12.8%, published by the Office of National Statistics (OFNS), and the OFNS median 2025 hourly pay gap for Science, Research, Engineering & Technology professionals of 11.2%. We are disappointed that our mean hourly pay gap has risen since April 2024 but remain committed to reducing our pay gap between women and men, whilst paying market rate salaries and providing opportunities for all.



(Office for National Statistics data from the Annual Survey of Hours and Earnings)

Bonus

The Company did not operate a profit-sharing bonus in the reporting year to April 2025; however, bonus payments were made in the form of long service awards, candidate referral awards and employee prizes. 7.1% of women and 6.3% of men received a bonus. This resulted in a mean bonus gap of 78.44% and a median bonus gap of 2.52%.

For 2025/2026 our focus will continue to be on skills development and progression.

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