

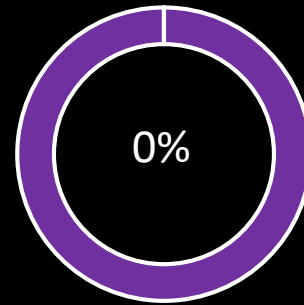


UPHAM

PUB COMPANY

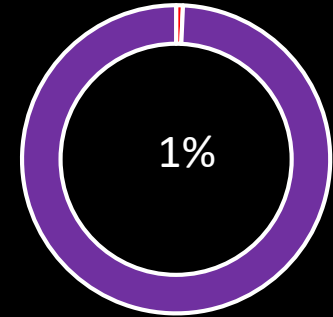
Gender Pay Reporting 2019

Males Who Received An Incentive



No Incentive
Incentive

Females Who Received An Incentive



No Incentive
Incentive

1% Difference

The charts below show the gender distribution at Upham when colleagues are placed in to four equally sized quartiles based on pay.

Male

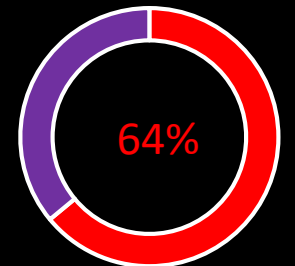
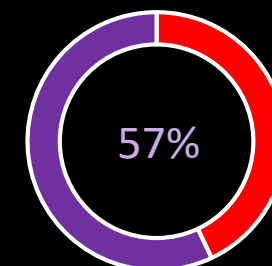
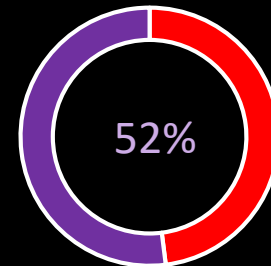
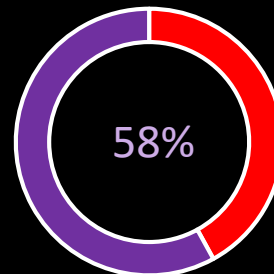
Female

Quartile 1 (Lowest)

Quartile 2

Quartile 3

Quartile 4(Highest)



Proportion of Male and Female staff in quartiles

DIFFERENCE BETWEEN HOURLY EARNINGS FOR MEN AND WOMEN

| Mean | Median |
|------|--------|
| 8% | 2% |

DIFFERENCE BETWEEN INCENTIVES PAID TO MEN AND WOMEN

| Mean | Median |
|-------|--------|
| N/A * | N/A * |

*Only one bonus payment was made in the period to a Female member of staff.