



Gender Pay Gap Report 2021

What is the report?

- We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- The data being reported is a snapshot of all employees on April 5th 2021

Gender Pay Gap Results

Result	This means that...
Mean GPG was 1.4%	Men were paid 1.4% more on average than women on this date, this is compared to a 2.9% gap in 2020.
Median GPG was 7.7%	The median pay received by men is 7.7% more than women on this date, this is compared to a 5.4% gap in 2020.
Mean bonus GPG was 6.9%	Women received bonus payments 6.9% lower on average than men. This was 25% in 2020.
Median bonus GPG was -25.6%	The median bonus pay received by women is 25.6% more than men on this date. This was 26.7% in 2020 in favour of men.
Proportion of males receiving a bonus payment: 2.9%	2.9% of all males received a bonus (This was 56.5% last year)
Proportion of females receiving a bonus payment: 2.9%	2.9% of all females received a bonus (This was 54.8% last year)

Commentary

- We've closed our gender pay gap by 1.6% since the last report (3% mean GPG in 2020).
- Significant increase in specialist production roles, and operational management roles which are held by more males than females.
- Specifically, Senior Operations Manager, Operations Manager, Shift Manager, Team Leader and Supervisor roles are held more by male colleagues (68% 2021 vs 59% in 2020).

Hourly Rate roles:

- 95% of Production Operatives are women. Production Operatives are paid the lowest wage at £8.91 on average.
- 83.5% of those with the wage over £9 are men.

Salaried Roles

- There is a 50/50 split between men and women with salaries below £80k.
- 63% of employees earning £80k + are men

Actions that we will take to further our progress in this area:

- Incorporate gender split as part of pay reviews and ensure equal awards.
- Take snapshot of April based on base salary and contractual bonus / equity level by gender with view to adjust if needed at mid year reviews.
- Commit to hiring manager training which covers all types of bias including gender.
- Include in Talent Acquisition Workstream - Review selection processes and career development for Operations Manager, Shift Manager, Team Leader and Supervisor roles. Create specific pathways to encourage more women to apply/be selected into these roles.
- Include in Rota Shift Change Pattern Project - Review to identify any systemic factors that are limiting women from progressing to management and specialist roles in our production sites (e.g shift patterns, contracted hours, manual or physical requirements, culture or bias) and take action to eliminate or minimise these factors.