

## Gender Pay Gap Reporting 2017

For the first time this year, all UK companies employing 250 people or more are required to report on their gender pay gap. This involves carrying out six calculations that show the difference in average earnings between men and women across all roles.

### Our Gender Pay Data

#### Gender and Bonus Pay Gap

The data below illustrates our mean and median hourly gender pay gap, which although shows a difference, is driven by the structure of our workforce and having 2 clear distinct areas in manufacturing and retail.

Our retail sector is predominantly female based, whereas within the manufacturing operation the majority of our workforce is male. It is this area of the business that operates technical or shift based roles, attracting a pay premium for unsociable hours.

We can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience.

	Mean	Median
Hourly Pay Gap	9.72%	10.48%
Bonus Pay Gap	-28.88%	8.33%

#### Proportion of males and females receiving a bonus payment

Males	76.82%
Females	69.32%

(Continues)

## Proportion of males and females in each pay quartile



### Upper Quartile

■ Male 85.16%  
■ Female 14.84%



### Upper Middle Quartile

■ Male 67.97%  
■ Female 32.03%



### Lower Middle Quartile

■ Male 51.18%  
■ Female 48.82%



### Lower Quartile

■ Male 44.53%  
■ Female 55.47%

In common with most employers with any pay gap, the main reason for this is that we have more men in senior roles than women and this is clearly identified within our upper quartile data above. Female representation in senior roles has steadily increased over the last few years, however opportunities are limited due to the turnover of staff historically being so low at this level.

I can confirm the data contained within this report is accurate.

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