

Samworth Brothers

QUALITY FOODS



2018 GENDER PAY GAP STATEMENT





2018 Gender Pay Gap Statement

At Samworth Brothers it is very important to us that each one of our colleagues feels valued whatever their gender and we adhere to the principle of equal opportunities and equal treatment for everyone. We therefore welcome this opportunity to report on our progress in ensuring equitable reward for all our people.

We can report that our overall median gender pay gap in 2018 is 5% (6%; 2017) and our overall mean gender pay gap is 9% (7%; 2018), compared to the UK median average of 17.9% and UK mean average of 17.1%*.

It remains a priority for our Group Executive Board to further improve equality in our workforce.

Our gender bonus gap is 4%, median, (11%: 2017) and 3%, mean, (7%: 2017). The proportion of male/female employees in receipt of a bonus in 2017 was 69% of men, 64% of women. There are profit related pay initiatives in many of our companies, which accounts for the high % of individuals in receipt of a bonus.

These figures relate to Samworth Brothers Limited.

I can confirm that the information reported is accurate and we look forward to providing a further update on our progress in 2020.

* Office of National Statistics Annual Survey of Hours and Earnings 2018



Paul Davey

Group Executive Board Director responsible for People
Samworth Brothers

All companies with 250 or more employees are required to publish their gender pay gap information under legislation that came into force in April 2017.

Companies have to publish the gap in pay between men and women on both a median basis (the difference between the midpoints in the ranges of men's and women's hourly pay) and a mean basis (the difference between the average hourly pay between male and female staff).

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.



Gender Pay Gap

Gap in pay between men and women

Hourly pay

Median

5%

Mean

9%

The data illustrates our mean and median hourly gender pay gap at the snapshot date of 5th April 2018. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying our equivalent roles.

Our gender pay gap of 5% (median) and 9% (mean) is well below the UK average of 17.9% (median) and 17.1% (mean). We are encouraged with this outcome although recognise that more progress can always be made.

It is likely that the change in the mean gender figure in 2018 is due to the increased recruitment of women into entrance level roles in the company in the relevant 12 months.

Gender Bonus Gap

Median

4%

Mean

3%

Proportion of employees receiving a bonus for 2017

Male

69%

Female

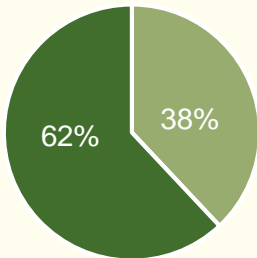
64%

Most of our businesses operate profit share schemes for all their staff, which accounts for the high proportion of employees in receipt of a bonus in 2017.

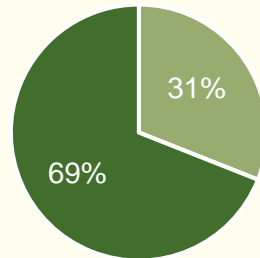


Gender Distribution by Pay Quartile

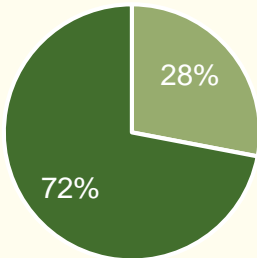
Quartile 1



Quartile 2



Quartile 3



Highest quartile

