

Samworth Brothers

QUALITY FOODS



2020 GENDER PAY GAP STATEMENT





Our commitment to equal opportunity

At Samworth Brothers we encourage a culture of learning and opportunity where all our colleagues can gain skills and qualifications to achieve their full potential.

One important aspect for us is providing life-long learning opportunities and we have many examples of colleagues achieving new skills, qualifications and excellent career progression through these routes.

Our Early Careers programme includes a range of schemes including a graduate programme, higher level apprenticeships and industrial placement opportunities.

In 2021 we also have more than 96 apprentices across the business in areas as varied as food technical, finance, engineering, operations, health, safety & environment, chef skills and HGV driving.

We continue to look to develop opportunities and equal reward for female colleagues in many ways whether that be through our recruitment processes, fair remuneration, ways of working, retention strategies, succession planning and training and development activity.





2020 Gender Pay Gap Statement

At Samworth Brothers we take pride in providing opportunities for all of our people to grow, improve their prospects and achieve their full potential. It is very important that each one of our colleagues feels valued whatever their gender and there are equal opportunities and reward for everyone.

We are pleased to report our progress in this area. Our overall median gender pay gap in 2020 is 2% (5%: 2018) and our overall mean gender pay gap is 3% (9%: 2018), compared to the UK median average of 15.5% and UK mean average of 14.6%*.

While we are ahead of the UK average, it remains a priority for our business to further improve equality in our workforce and we have a number of initiatives in place to champion gender diversity and equal reward. One area of work has been representation at senior levels. The number of female executives with a direct reporting line to a Group Executive Board member was 37% in February 2021 (up from 28% in Q3 2019). We have also identified early careers as another programme area. In 2021 67% of our recruits in our graduate and industrial placement programmes are female. We will continue to work to develop opportunity and reward for female colleagues, looking at aspects such as ways of working, recruitment, ensuring retention and offering career progression.

We look forward to providing a further update on our progress in 2022.



Paul Davey
Group Executive Director
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.

* Office of National Statistics Annual Survey of Hours and Earnings 2020



Gender Pay Gap

Gap in pay between men and women

Hourly pay

Median

2%

Mean

3%

The data illustrates our median and mean gender pay gap at the snapshot date of 5th April 2020. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

Our gender pay gap of 2% (median) and 3% (mean) is well below the UK average of 15.5% (median) and 14.6% (mean). We are encouraged with this outcome although recognise that more progress can always be made.

Gender Bonus Gap

Median

2%

Mean

34%

The proportion of male/female colleagues in receipt of a bonus in 2020 was 67% of men and 69% of women. There are profit related pay initiatives in many of our companies, which accounts for the high percentage of colleagues in receipt of a bonus.

Proportion of colleagues receiving a bonus for 2020

Male

67%

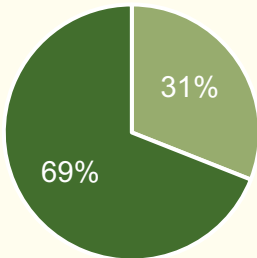
Female

69%

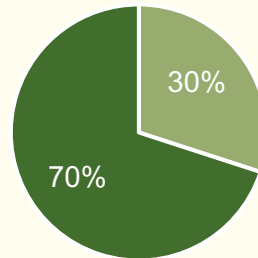


Gender Distribution by Pay Quartile

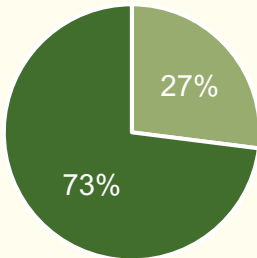
Quartile 1



Quartile 2



Quartile 3



Highest quartile

