



2018 GENDER PAY GAP STATEMENT

The gap in pay between men and women at West Cornwall Pasty Co. Ltd is as follows:

Hourly Pay:

Median 1% (2017; 4%)

Mean 4% (2017; 7%)

(The UK aggregate median gender pay gap is 17.9%. Source: Office of National Statistics)

Bonus paid

Median -4%

Mean 1%

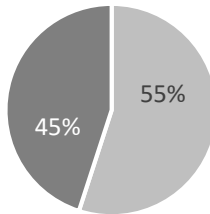
Proportion of employees receiving a bonus in the period

Male 2%

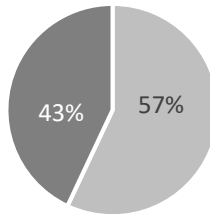
Female 2%

Gender Distribution by Pay Quartile

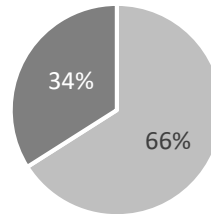
Quartile 1



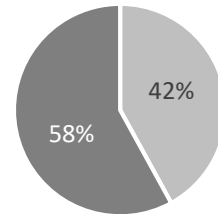
Quartile 2



Quartile 3



Highest quartile



■ Men
■ Women

The data illustrates the 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 out equivalent roles.

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

Stephen Powell
Finance Director, West Cornwall Pasty Co. Ltd