

# GENDER PAY GAP REPORT

## 5 April 2018 Snapshot

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The Government introduced compulsory gender pay gap reporting in order to encourage organisations to move more quickly on delivering pay equality for women. The intention is that by requiring organisations to publicly declare their gender pay gaps they will be motivated to act on any gaps.

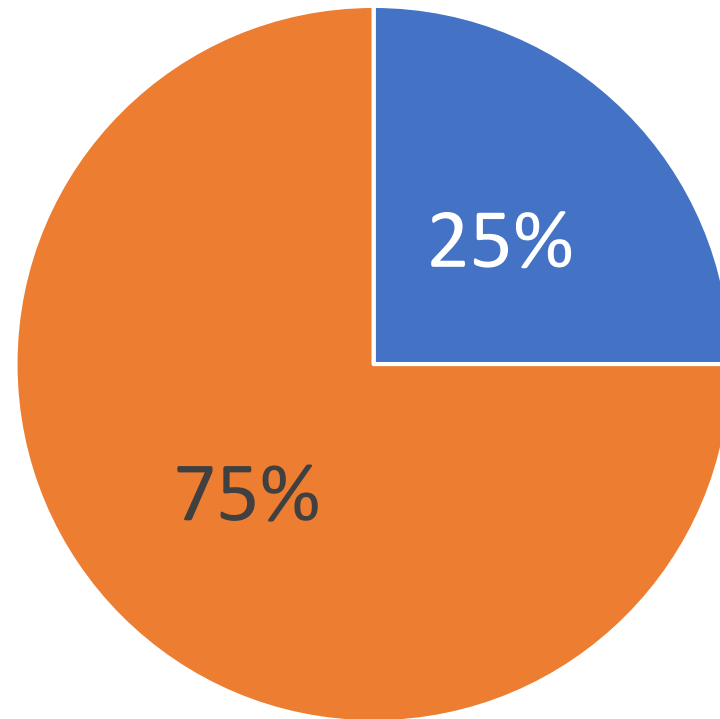
Gender pay gap reporting should not be confused with equal pay for work of equal value. Gender pay gap analysis looks at pay for females and males as groups.

The Gender Pay Gap analysis seeks to highlight whether female employees are getting proportionately less access to higher paying roles than their male colleagues in an organisation.



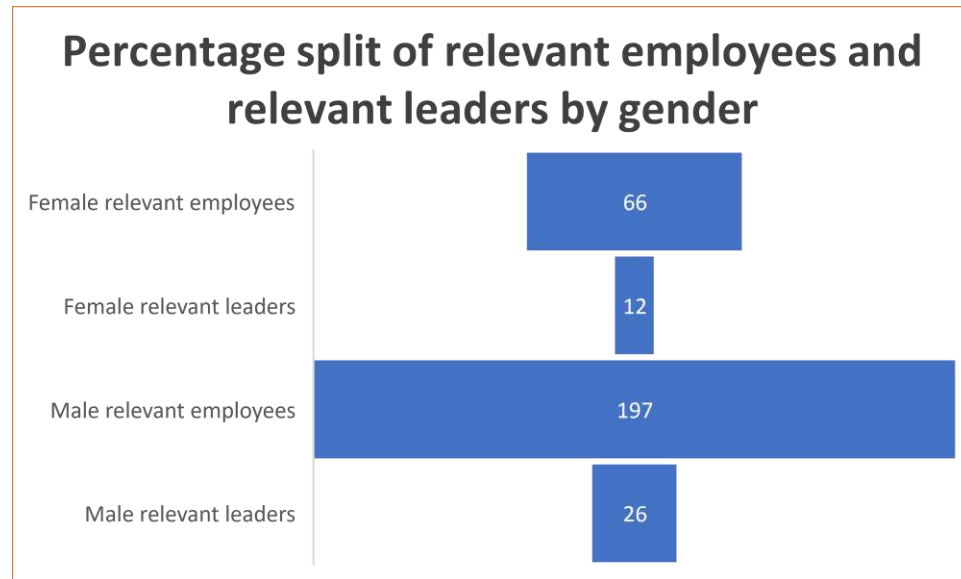
# Snapshot data as at 5 April 2018

Percentage of relevant male & female employees in PRMF



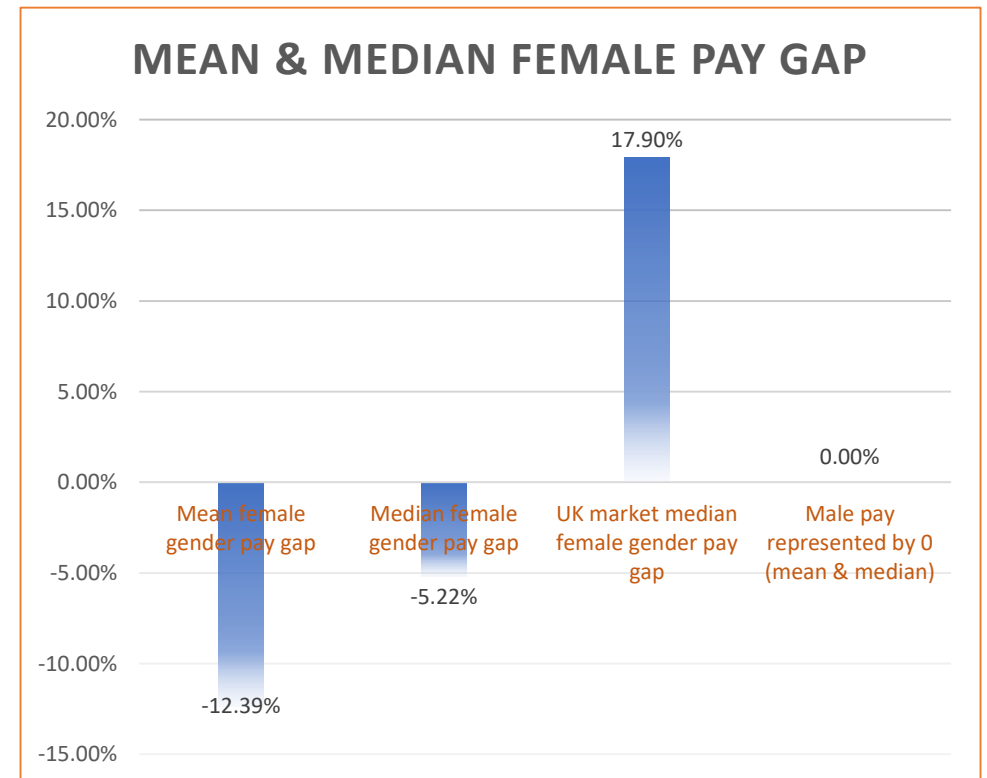
■ Female ■ Male

# Mean & median female pay gap

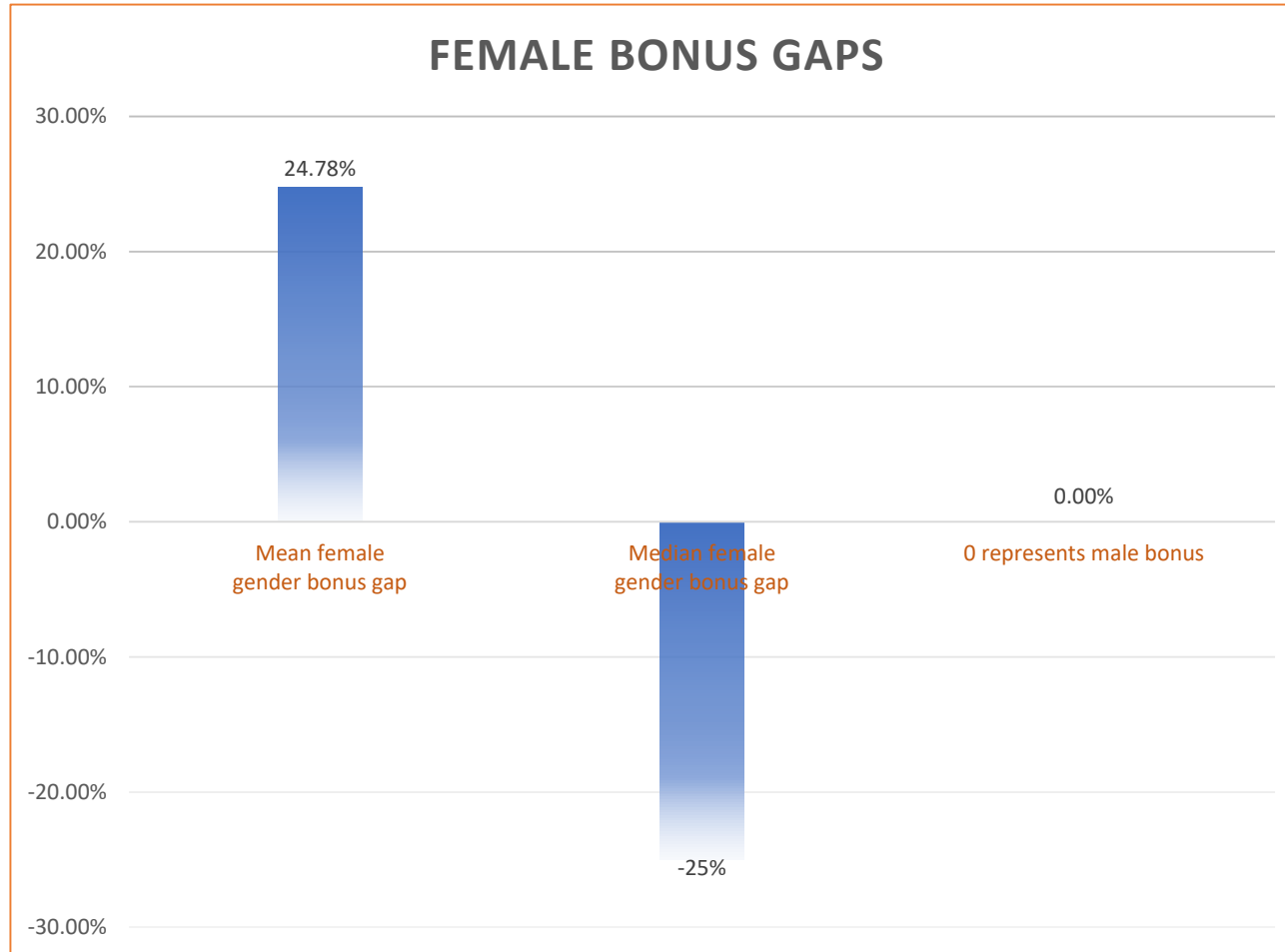


With such a good representation of women in leadership positions and a predominantly male factory, our gender pay gap was reversed in comparison to the UK in general.

At the Snapshot Date, the Company had a higher proportion of leaders in its female population (18%) than it did in its male population (13%) and, within the leadership group, had 4 Business Leaders who were female and 3 who were male.



# Female bonus gaps



43.65% of male and 25.76% of female employees received bonus payments.

Commission was paid to sales personnel and could amount to a significant proportion of pay. All but two of the commission-earning personnel at this Snapshot Date were male. This resulted in a significant mean female gender bonus gap, although less than in 2017.

We had other less-significant bonuses which were available only to some people, based on their historic, contractual situation. For some years we have not offered the bonus to new starters.

The structure of these historical bonuses varies by department. Most of the women who received a bonus were in one department which received higher bonuses than other departments. This meant that the median figure for women is correspondingly higher.

# Gender spread across pay quartiles

Pay quartiles were affected by the large number of factory workers, who were predominantly male at the Snapshot Date. Entry level in the factory is the National Living Wage. There is the opportunity to earn a higher basic rate of pay on demonstration of defined added value.

The graph opposite shows that females were under-represented in the lower quartile and therefore over-represented in the other quartiles.

