



DATED

3rd April 2021

SALISBURY POULTRY (MIDLANDS) LIMITED

Gender Pay Gap Report



WELCOME TO OUR GENDER PAY REPORT

Salisbury Poultry (Midlands) Ltd has gone from strength to strength with continued growth and sales approaching £115m in 2020.

This could not have been achieved without the support and hard work of our dedicated staff. We value the contributions of both men and women to our business. We encourage all our staff to pursue opportunities of career progression within the business regardless of gender and will continue to do so.

Our remuneration levels are based on the individual roles and rates are set for each role. Men and women are paid equally for equivalent jobs. Our hourly rates do not take account of gender, age or length of service.

For 2020, we have calculated the gender pay gap to be 5.72% (mean) and median of 1.90%. In comparison to 2019, there has been a significant improvement which we will continue to close the gap.

Our Lower middle quartile shows an increase in woman who are getting a higher rate for their skilled work compared to 2019. The food manufacturing sector upper quartile has historically been dominated by men and this is reflected in our overall pay figures for this quartile.

We have worked hard to ensure consistency and transparency based on role performance. We have worked hard to close the gender pay gap and this is reflected in our figures compared to 2019 and industry standards our gender pay gap is at the lower end.

We are committed to continuing our progress by monitoring and reviewing our gender representation at all levels over the next few years. By focusing on areas such as attraction and retention of the next generation of professionals and the finest food skills to the business, irrespective of their background.

We are an equal opportunities employer and recognise that our people are at the heart of what we do and how we operate. The gender pay gap compares both average and median earnings of both men and women as at April 2020.

GENDER PAY COMPARISON

| DISTRIBUTION OF STAFF BY GENDER | 2019 | | | 2020 | | |
|--|---------------|---------------|---------------------|---------------|---------------|---------------------|
| | MALE | 352 | 65.43% | MALE | 385 | 65.03% |
| | FEMALE | 186 | 34.57% | FEMALE | 207 | 34.97% |
| TOTAL RELEVANT EMPLOYEES | | 538 | 100% | | 592 | 100% |
| | | | | | | |
| MEAN GENDER PAY GAP | MALE | FEMALE | DIFFERENCE % | MALE | FEMALE | DIFFERENCE % |
| MEAN | £9.54 | £8.64 | 9.44% | £9.44 | £8.90 | 5.72% |
| | | | | | | |
| MEDIAN GENDER PAY GAP | MALE | FEMALE | DIFFERENCE % | MALE | FEMALE | DIFFERENCE % |
| MEDIAN | £8.27 | £7.90 | 4.53% | £8.41 | £8.25 | 1.90% |
| | | | | | | |
| MEAN BONUS GENDER PAY GAP | MALE | FEMALE | DIFFERENCE % | MALE | FEMALE | DIFFERENCE % |
| MEAN BONUS | £0.00 | £0.00 | 0% | £71.56 | £0.15 | 99.79% |
| | | | | | | |
| MEDIAN BONUS GENDER PAY GAP | MALE | FEMALE | DIFFERENCE % | MALE | FEMALE | DIFFERENCE % |
| MEDIAN BONUS | £0.00 | £0.00 | 0% | £0.00 | £0.00 | 0% |
| | | | | | | |
| PROPORTION OF MALES & FEMALEES RECEIVING A BONUS | MALE | FEMALE | DIFFERENCE % | MALE | FEMALE | DIFFERENCE % |
| PROPORTION | 0% | 0% | 0% | 9% | 48% | 94.87% |
| | | | | | | |
| PROPORTION OF MALES & FEMALES IN EACH QUARTILE PAY BAND | MALE | FEMALE | DIFFERENCE % | MALE | FEMALE | DIFFERENCE % |
| LOWER QUARTILE | 37.31% | 62.69% | -68.00% | 40.88% | 59.12% | -44.64% |
| LOWER MIDDLE QUARTILE | 63.70% | 36.30% | 43.02% | 62.32% | 37.68% | 39.53% |
| UPPER MIDDLE QUARTILE | 84.44% | 15.56% | 81.58% | 83.33% | 16.67% | 80.00% |
| UPPER QUARTILE | 76.12% | 23.88% | 68.63% | 75.36% | 24.64% | 67.31% |