

Branston Ltd 2017 Gender Pay Gap Report

Branston Ltd operates three sites in the UK - Branston, Lincolnshire, Ilminster, Somerset, and Perth, Scotland - from which we supply retail, wholesale and food manufacturing customers with fresh and ready prepared potatoes.

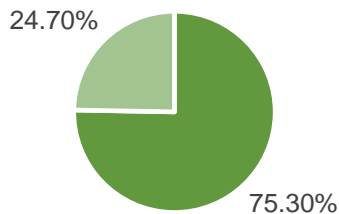
This data is based on the snapshot date of 5 April 2017. At this point we employed 677 staff: 449 males, 2.74% working under 30 hours, and 228 females, 9.61% working under 30 hours.

Pay and Bonus Gap

| | Mean | Median |
|----------------|-------|--------|
| Pay | 8.8% | 6.3% |
| Bonus Payments | 14.7% | 0.0% |

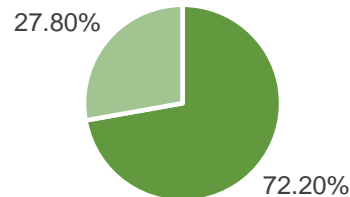
59.2% of male employees and 56.6% of female employees received a bonus payment.

Top Quartile



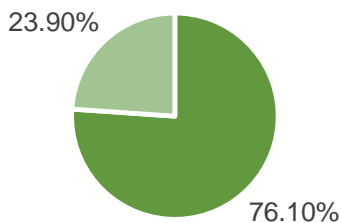
■ Males ■ Females

2nd Quartile



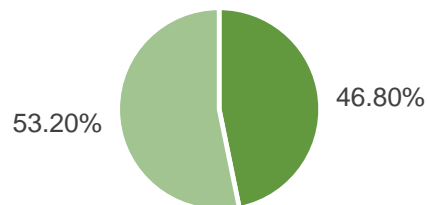
■ Males ■ Females

3rd Quartile



■ Males ■ Females

Bottom Quartile



■ Males ■ Females

Understanding our Pay Gap

The above figures show we are significantly lower than the UK average of 18% stated by the Office of National Statistics.

All hourly paid staff are paid the same hourly rate regardless of their gender.

Salaries are awarded within a pay range for the role, depending on skills, experience, qualifications and length of service. Gender is irrelevant to our decisions on pay.

Bonus qualification is applied equally to males and females based on gender neutral criteria.

Closing the Gender Pay Gap

Through our 'How We Do Business' model, one of our values is 'Growing Together'; supporting and encouraging each other whilst embracing and respecting our differences and diversity.

We are continuously working on our apprenticeship, graduate and management & leadership training and development, offering equal opportunities for all.

We continue to evolve our standard working arrangements and shift patterns to increase flexibility to all staff, whilst continuing to work on defining the work levels and grades across the whole business.

We pay our people more than the national living wage, regardless of gender. We offer better rewards for current and prospective employees to retain and attract top industry talent, regardless of gender.

I confirm that the data provided is accurate and meets the statutory requirements for Gender Pay reporting.



Simon Telfer
HR & Logistics Director
Branston Ltd
