**Branston Ltd 2018 Gender Pay Gap Report**

Branston Ltd operates three sites in the UK - Branston, Lincolnshire, Illminster, 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 2018. At this point we employed 702 staff: 472 males, 1.06% working under 30 hours, and 230 females, 9.13% working under 30 hours.

**Pay and Bonus Gap**

 Mean Median

Pay 6.4% 8.2%

Bonus Payments 21.8% 0.0%

74.7% of male employees and 70.7% of female employees received a bonus payment.

**Understanding our Pay Gap**

The above figures show we are significantly lower than the UK average of 19.30% stated by the Office of National Statistics for 2017.

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.

The 2018 data reveals that we have more females employed in senior positions than previously resulting in the mean pay gap reducing by 2.40%.

We are aware of an increase to the median pay gap, we believe that this can be explained by concluding that the majority of our female employees are employed on an hourly paid basis in the bottom and 3rd quartiles.

The proportion of employees receiving a bonus has significantly increased. However, an increase to mean gap of bonus payments confirms that more males are in positions to receive higher bonus payments, and less females than males are employed in senior positions.

The 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

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