

## Branston Ltd 2019 Gender Pay Gap Report

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

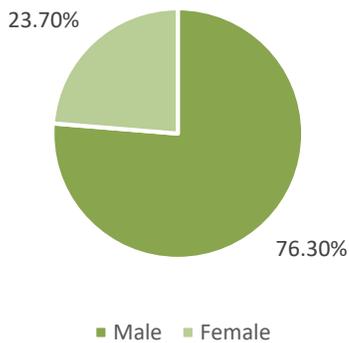
This data is based on the snapshot date of 5 April 2019. These figures are calculated on 692 employees: 474 males, 1.88% working under 30 hours, and 218 females, 8.25% working under 30 hours.

### Pay and Bonus Gap

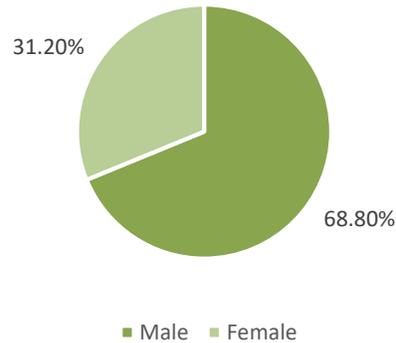
	Mean	Median
Pay	7.3%	6.5%
Bonus Payments	27.5%	0.0%

71% of male employees and 69.5% of female employees received a bonus payment.

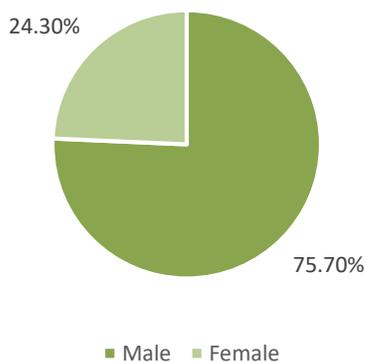
Top Quartile



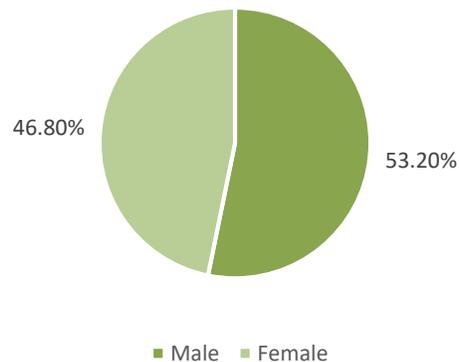
2nd Quartile



3rd Quartile



Bottom Quartile



## Understanding our Pay Gap

The above figures show we are significantly under the UK average of 17.9% stated by the Office of National Statistics for 2018.

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

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

The 2019 data reveals that we have a reduced number of females employed in senior leadership positions than previously resulting in the mean pay gap increasing by 0.9%.

The data also reveals a reduction to the median pay gap: Better than inflation increases to hourly rates have reduced the median pay gap as more women are employed in lower 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 will use our position as an apprentice employer to encourage females into roles such as engineering and driving, where wages are at a premium but are traditionally done by males.

We continue to evolve our standard working arrangements and shift patterns to increase flexibility to all staff: A pilot flexible working policy will help us attract females into leadership roles, in addition to achieving beneficial work-life balance for all employees.

We will continue to actively aim to maintain pay rates above the national living wage, and offer ever better rewards & benefits for current and prospective employees, to retain and attract top industry talent, regardless of their gender.

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



Simon Telfer  
HR & Logistics Director

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