

Branston Ltd - Gender Pay Gap Report 2020

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.

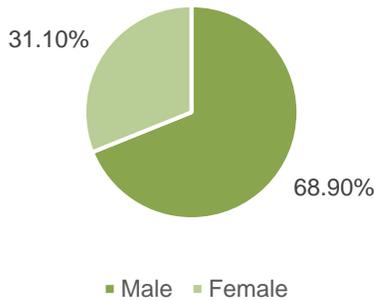
This data is based on the snapshot date of 5 April 2020. At this point we employed 786 staff: 525 males and 261 females.

Pay and Bonus Gap

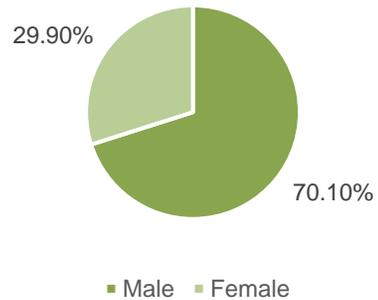
	Mean	Median
Pay	9.1% (+1.8%)	3.7% (-2.8%)
Bonus Payments	2.5% (-25%)	0.0% (=)

68.9% of male employees and 60.7% of female employees received a bonus payment.

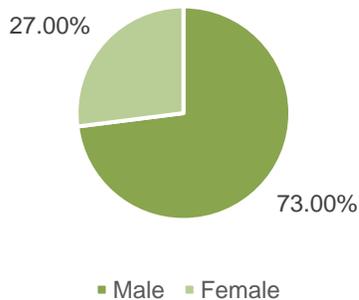
Top Quartile



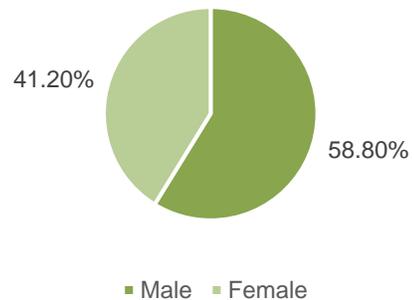
2nd Quartile



3rd Quartile



Bottom Quartile



The above figures show the mean pay gap across all Branston employees is significantly under the UK average of 17.3% stated by the Office of National Statistics for 2019.

All hourly paid staff are paid the same hourly rate regardless of their gender, age or any other characteristic.

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.

Unfortunately, the data shows a worse mean gender pay gap (+1.8%) than the previous year. Although the median pay gap has reduced.

The data shows that women represent 7.4% more of the top quartile than the previous year.

Although the data shows a wider gap in the portion of males vs females receiving a bonus, the mean average gap in bonus pay is reduced by 25% in 2020.

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 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.

We continue to invest in apprentices 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 to offer work-life balance and family-friendly working. With the COVID pandemic leading to remote working now being the norm for a small portion of our employees.

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



Simon Telfer
HR & Logistics Director, Branston Ltd
