



BRANSTON LTD

UK GENDER PAY REPORT 2021

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Human Resources

UK Gender Pay 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 24 May 2021. At this point we employed 762 people; 520 males & 242 females.

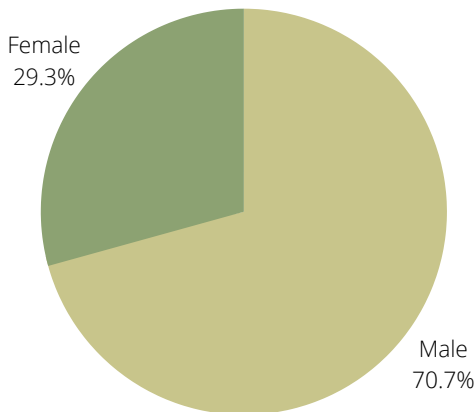
The 2021 numbers & statistics

Pay & Bonus gap

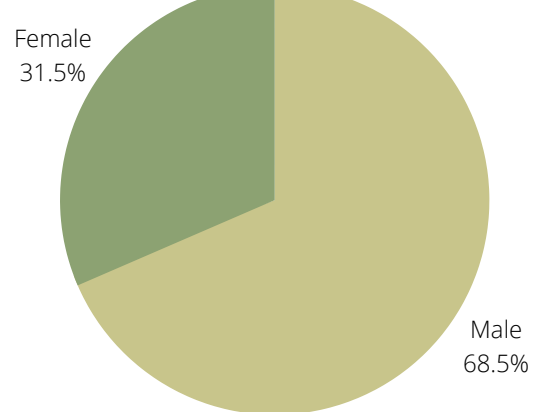
	Mean	Median
Pay	11.3% (+2.2%)	5.1% (+1.4%)
Bonus Payments	13.8% (+11.3%)	9.1% (+9.1%)

93.7% of male employees and 94.1% of female employees received a bonus payment.

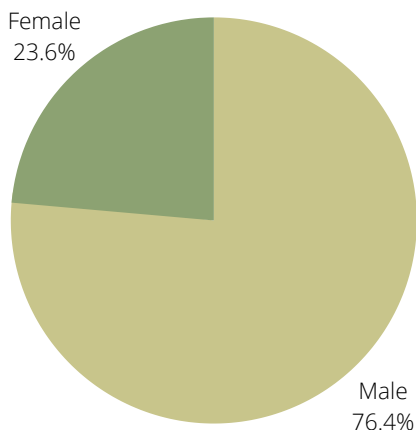
Top Quartile



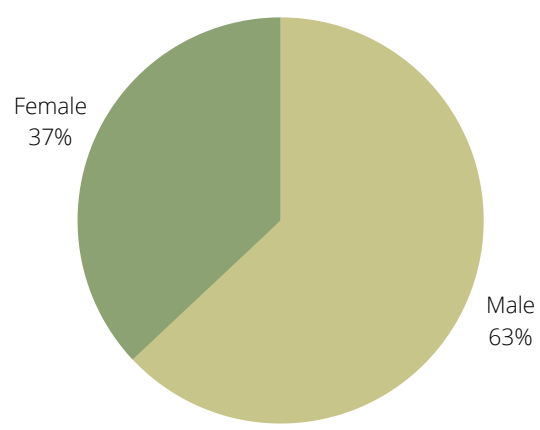
2nd Quartile



3rd Quartile



Bottom Quartile



The above figures show the mean pay gap across all Branston employees is moderately under the UK average of 15.4% stated by the Office of National Statistics for 2021. 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 (+2.2%) than the previous year, with the median pay gap also worsening by +1.4%. When compared to 2020, the data also shows that women are represented less within the top quartile by 1.8%.

The data demonstrates that in 2020/21 Branston Ltd paid over 90% of employees a bonus, with more women receiving a bonus than men. However, the mean average gap in bonus pay has increased by 11.3% in 2021. This is due to more men in higher paying roles than females, earning higher value bonuses based on a % of basic salary. 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 even 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 have recently seen unprecedented inflation, and are traditionally male dominated career paths.

Through our Enhanced Family leave policy and planned Hybrid Working policy, we hope to offer a better work-life balance for all, with the hope of attracting, recruiting and retaining more females in the business long term; especially those who have the potential to hold more senior positions within the business.

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



Simon Telfer
HR & Logistics Director

Branston Ltd

