

An aerial photograph of a potato processing facility. In the upper half, workers are seen sorting yellow potatoes on a blue conveyor belt. Below this, a worker in a yellow high-visibility jacket carries a crate of potatoes. In the lower half, workers in red uniforms and orange hard hats are packaging potatoes into trays on a production line. The background shows large storage bins filled with potatoes.

# BRANSTON LTD

UK GENDER PAY REPORT 2022

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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 5th April 2022. At this point we employed 809 people; 547 identifying as male & 262 identifying as female.

## The 2022 numbers & statistics

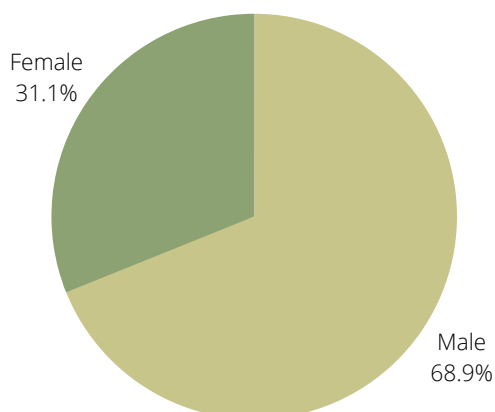
### Pay & Bonus gap

	Mean	Median
Pay	14% (+2.7%)	7.1% (+2%)
Bonus Payments	10.6% (-3.2%)	14% (+4.9%)

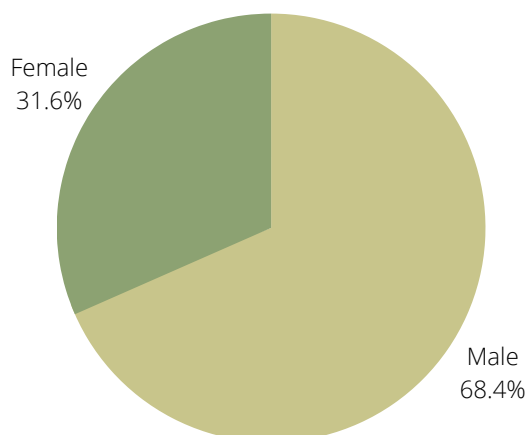
86.5% of male employees and 88.4% of female employees received a bonus payment.

Based on our median pay gap, for every £1 a male earns, women earn 93p.

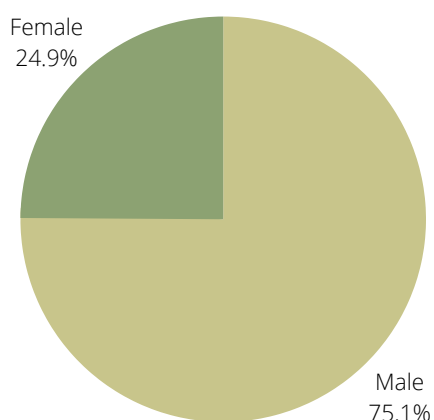
### Top Quartile



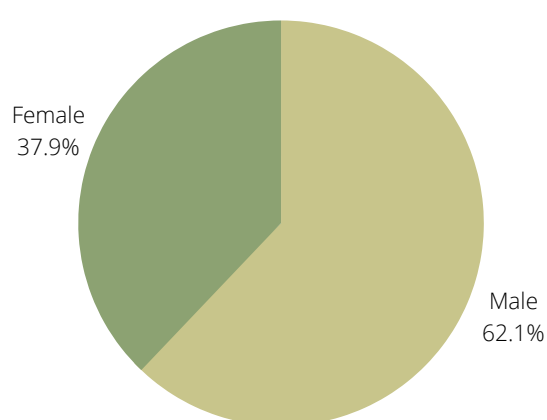
### 2nd Quartile



### 3rd Quartile



### Bottom Quartile



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At Branston, we're committed to equal pay and ensuring all our colleagues are treated fairly. This approach is underpinned by our HWDB values:



Our median ordinary gender pay gap across our sites is 7.1%. Whilst we are ahead of the UK and industry averages\*, we recognise there is still more we can do.

Gender pay differences can be due to a number of factors. Our gender pay gap is influenced by the demographics of our business, which include:

- A higher number of men than women in the business in total, which is reflected through to the number of men (68.9%) than women (31.1%) in roles in the top quartile of our gender pay gap data.
- A higher proportion of men than women in shift-based roles, which attract premium rates of pay; especially at our Lincoln Prepared factory.

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 related to pay.

Unfortunately, the data shows a worse mean gender pay gap (+2.7%) than the previous year, with the median pay gap also worsening by 2%. However, when compared to 2021, the data shows that women are represented more within the top quartile by 1.8% in 2022, meaning more women are in senior roles.

The data demonstrates that in 2021/22, Branston Ltd paid over 87% of employees a bonus, with (similar to last year) more women receiving a bonus than men. Although down by 3.2% vs last year, the mean average gap in bonus pay is still high at 10.6%. This is due to more men in higher paying roles than females, earning higher value bonuses based on a percentage of basic salary. Bonus qualification is applied equally to males and females based on gender neutral criteria.



\*All UK sites are lower than the national median pay gap for all employers at 8.3% (Office for National Statistics Annual Survey of Hours and Earnings 2022).



# We're continuing to grow together!



We're proud Branston attracts a diverse mix of people and generates equal opportunities for everyone; regardless of gender, age, race, disability, or sexual orientation. We do not tolerate any discriminatory behaviour or attitudes which extends to pay, hiring, benefits, access to training, promotion, and termination of employment. To prevent discriminatory behaviours, we ensure that performance and talent assessment are balanced, providing personal support for colleagues by encouraging them to talk about their career aspirations through mid year and annual 'Reviews of my year' and/or 'Job Chats'.

We remain highly committed to investing in all our colleagues to enable them to bring their best selves. Through recent investment into a new eLearning platform, Succession Planning (which includes the new hire of a Talent and Development manager), and creation of our E,D,I strategy & plan, we pride ourselves on providing an inclusive work culture where colleagues can realise their full potential through continuous learning and development; demonstrating we are restless to improve.

A priority area for Branston is focused on gender, specifically supporting those identifying as female to ensure they are represented at every level of seniority and in every function; helping them to develop and make career transition throughout the organisation. Through our planned HWDB Good Work Policy, we aim to build a culture that encourages and embraces differences so everyone can thrive equally.

During the reporting year, we continued to support the development of our colleagues with our inhouse performance and career development programme, BILD Future Leaders. Since its launch in 2019, we have had 77 delegates across the group complete BILD (43% female, 57% male), helping to enhance their confidence relating to personal development and management skills. We also continue to invest in our apprenticeship programmes and now have over 13 apprentices (31% female, 69% male) involved in various schemes across the group, ranging from Engineering to HR. Through these programmes, we aim to build a pipeline of future leaders, irrespective of their gender.

Overall, we continue to put a huge emphasis on how we retain talent and promote colleagues from within – opening up opportunities for everyone to develop their careers with Branston.

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

A handwritten signature in black ink, appearing to read "Simon Telfer".

Simon Telfer  
HR & Logistics Director

Branston Ltd

