



# Gender Pay Report

At Aunt Bessie's we believe strongly in job opportunities for everyone regardless of their gender. We are committed to balancing our gender representation and supporting all colleagues in the workplace.

The food manufacturing industry on the whole employs fewer women than men and historically this has been the case at Aunt Bessie's. However, in the last 10 years, through natural progression, flexibility

and a greater awareness of gender equality we have seen this balancing out. We still have some work to do but are confident gender equality is already part of our culture. We encourage flexible working where possible and promote colleagues on merit regardless of gender. We also encourage our managers to take unconscious bias training to ensure talented female colleagues are encouraged and enabled to progress into more senior roles.

## Our Results

Our overall mean pay gap is 6.4%.

Our overall median pay gap is 2.3%

<b>Hourly pay gap</b>	
<i>Mean hourly pay gap</i>	6.4%
<i>Median hourly pay gap</i>	2.3%
<b>Bonus pay gap</b>	
<i>Mean bonus pay gap</i>	1.0%
<i>Median bonus pay gap</i>	0.0%

<b>Hourly pay quartiles</b>	<b>Male</b>	<b>Female</b>
<i>Upper (highest paid)</i>	66.8%	33.2%
<i>Upper middle</i>	45.7%	54.3%
<i>Lower middle</i>	62.3%	37.7%
<i>Lower (lowest paid)</i>	44.6%	55.4%
<i>Total*</i>	54.8%	45.2%
<b>Proportion of employees who received bonus pay</b>		
<i>Male</i>	85.0%	
<i>Female</i>	75.0%	

The national average for the mean gender pay gap is 18.4%. The national average for the median gender pay gap is 18.1%.