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Est. 1805  
Young's

# Gender Pay Gap Report 2018

## Gender Pay Gap Report 2018

All companies with over 250 employees need to report their gender pay gap. The report looks at six metrics taken from a snapshot of our employee population on the required date of 5th April 2018.

### Calculating our numbers

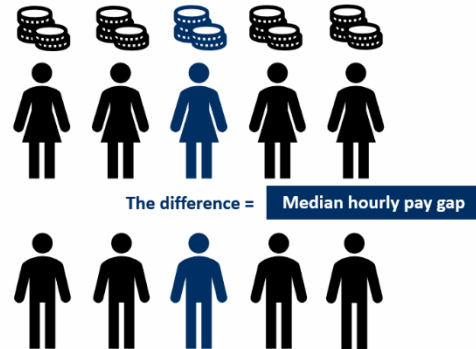
We employ approximately 2,300 people where 44% are women and 56% are men.

We share the median and mean (average) pay gaps between men and women's hourly pay and bonuses.

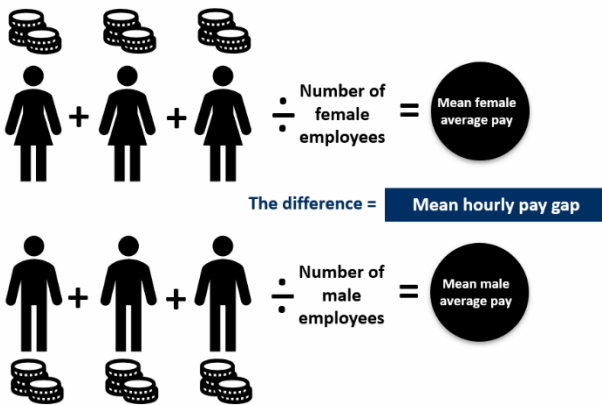
The median is the middle rate when all the rates are lined up. This is used to lessen the effects of high or low earners on the average. So, we look at the middle men's hourly rate versus the middle women's hourly rate.

#### How we calculate the median difference

Lowest hourly paid    Median hourly paid    Highest hourly paid



#### How we calculate the mean difference



Mean is commonly called average. We add up all our men's pay and work out the average hourly rate. We add up all our women's pay and work out the average hourly rate. We look at the difference between these averages.

### Our 2018 results and understanding our pay gap

The median pay gap for employees across our businesses was +10%, an improvement on last years' figure, and below the UK national average hourly median gender pay gap of +17.9%. The mean (average) pay gap for employees across our business remains static at +20%, slightly more than the UK mean of +17.1% (ONS figures).

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**The majority of our employees are on hourly contracts with no difference between the hourly rates of men and women.** The food manufacturing industry on the whole employs fewer women than men and historically this has been the case at Young's. Also, like a lot of UK businesses, proportionally more senior roles in our business remain held by men. This fundamental structural difference skews the median and mean hourly rates towards men and explains the male bias represented in the higher pay quartiles.

Our median bonus pay gap in 2018 was +72% and the mean (average) bonus pay gap was +74%. As with last year, we did not pay any performance bonus during 2017-18 and issued exceptional recognition and retention payments to only 1% of our male and female employees. The number of men (13) and women (8) that received these payments were similar, with the inclusion of a few senior male personnel skewing the mean (average) bonus number.

### Closing the gap

We still have a lot of work to do but are confident gender equality is part of our culture. We encourage flexible, family friendly working where possible. We have policies in place to ensure equal treatment of all employees.

We promote employees on merit regardless of gender. But we can, and will, do more. Our teams are continuing to work on this, looking at a number of initiatives which will help us attract and retain more female employees in senior roles.

## Statutory disclosures

male/female % of employees	56%/44%
Median gender pay gap	+10%
Mean gender pay gap	+20%
Median bonus pay gap	+72%
Mean bonus pay gap	+74%
% males/females receiving a bonus payment	1%/1%
Lower quartile* (male/female %)	43%/57%
Lower middle quartile (male/female %)	59%/41%
Upper middle quartile (male/female %)	57%/43%
Upper quartile (male/female %)	66%/34%

This information can be found on the UK government's gender pay gap viewing service,

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>