

# Barway Services Ltd Gender Pay Gap Report 2017



G's is one of Europe's leading fresh produce companies.

We are an international marketing led farming business. Established in 1952, G's is vertically integrated and is driven by market leading innovation and customer insight. We supply customers across UK, Europe and the USA. The company is, at its heart, a family business with very strong values for its people, its customers and its suppliers, as well as enormous respect for the environment and nature.

Barway Services Ltd (BSL) is part of the G's brand and is required by law to publish an annual gender pay gap report.

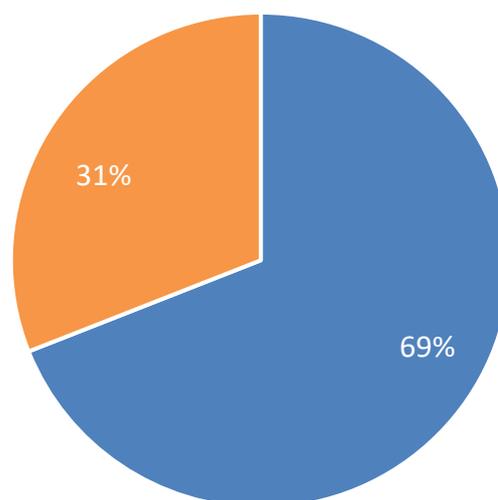
This report is for the snapshot date 5<sup>th</sup> April 2017.

BSL is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, we:

- carry out pay and benefits audits annually;
- evaluate job roles and pay grades as necessary to ensure a fair structure.

Overall headcount = 701



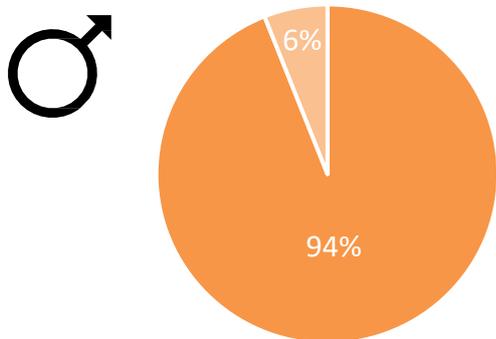
■ Male ■ Female

The figures published below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

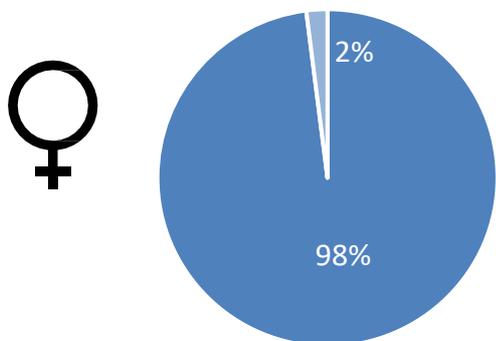
	Mean	Median
<b>Hourly</b>	14.36%	16.51%
<b>Bonus</b>	-38.16%	0%

In summary, there is a 14.36% pay gap on the mean hourly rate in favour of men. However the workforce comprises of 69% males overall. The national average for all industries combined is 18.1% - the lowest since records began (ref. www.ons.gov.uk). The food industry average pay gap is 11.2% in favour of men - we pay more per hour than the national averages quoted.

#### Proportion of colleagues awarded a bonus



■ No Bonus ■ Bonus



■ No Bonus ■ Bonus

These charts demonstrate a 4% difference between the number of men and women receiving a bonus for 2016/17 – although women were paid 38.16% more bonus (on average) than men.

#### Pay Quartiles

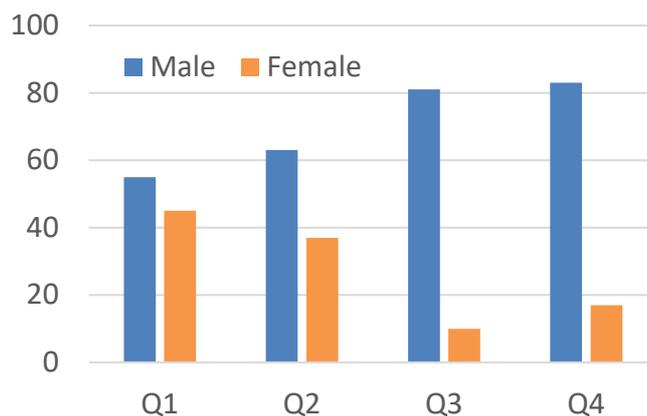
The pay quartiles illustrate the gender distribution at BSL across 4 equally sized quartiles, each containing just over 160 colleagues.

Q1 Includes all employees whose standard hourly rate places them at or below the lower quartile

Q2 Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

Q3 Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Q4 Includes all employees whose standard hourly rate places them above the upper quartile



	Q1	Q2	Q3	Q4
Pay Gap	-0.31%	0.83%	2.93%	9.6%

#### What are the underlying causes of the gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.



BSL is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the business and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time.

This pattern from the UK economy as a whole is not reflected in the make-up of BSL's workforce, where the majority of production operatives are men. The majority of line manager and senior manager roles are also held by men due to the total workforce for BSL being made up of 70% men.

This can be seen above in the table depicting pay quartiles by gender. This shows BSL's workforce divided into four equal-sized groups based on hourly pay rates, with Q1 including the lowest-paid 25% of employees (the lower quartile) and Q4 covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within BSL, only 44% of the employees in Q1 are women, and 56% men. The percentage of male employees increases throughout the remaining quartiles, from 64% in Q2 to 81% in Q3.

What is BSL doing to address its gender pay gap?

While BSL's gender pay gap compares favourably with that of organisations within the manufacturing sector, this is not a subject about which BSL is complacent, and it is committed to doing everything that it can to reduce the gap. However, BSL also recognises that its scope to act is limited in some areas.

To date, the steps that BSL has taken to promote gender diversity in all areas of its workforce include the following:

**Revising the flexible working policy:** the flexible working policy was substantially revised to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

**Supporting parents:** G's developed new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, to be backed up by training for all line managers and senior managers. Roll-out of the guidelines will commence in June 2018.

None of these initiatives will, by itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, BSL is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Right now, BSL has plans to extend its evidence-gathering to include qualitative data. It will do this through a consultation exercise across all areas and levels of the organisation to identify the barriers (and the drivers) for women employees.

In the coming year, BSL is also committed to:

- reviewing its policy on bonus payments and;
- continuing to improve our relationships with local secondary schools, to raise young people's awareness of the different career opportunities available within G's, and to help dispel any misperceptions and stereotypes.

Any further initiatives launched throughout the year will be communicated.

I, Kuldip Kular, COO of Barway Services Ltd, confirm that the information in this statement is accurate.

Signed



Date: 04.04.2018

