



## **WELCOME TO OUR GENDER PAY REPORT**

During 2017 the Company has gone from strength to strength with continued growth and sales approaching £ 115m.

This could not have been achieved without the support and hard work of our dedicated staff. We value the contributions of both men and women to our business. We encourage all our staff to pursue opportunities of career progression within the business regardless of gender and will continue to do so.

Our remuneration levels are based on the individual roles and rates are set for each role. Men and women are paid equally for equivalent jobs. Our hourly rates do not take account of gender, age or length of service.

We have calculated that our gender pay gap is 9.9% (mean) and median of 5.3% which compares well to industry and national average.

The food manufacturing sector upper quartile has historically been dominated by men and this is reflected in our overall pay figures for this quartile.

Within our pay decision making process we have worked hard to ensure consistency and transparency based on role performance. We have worked hard to close the gender pay gap and this is reflected in our figures compared to industry standards our gender pay gap is at the lower end.

We are committed to continue our progress over the next few years.

We are an equal opportunities employer and recognise that our people are at the heart of what we do and how we operate.

The gender pay gap compares both average and median earning of both men and women as at 5<sup>th</sup> April 2017.