



5 Henson Way, Kettering, Northants, NN16 8PX

## Gender Pay Gap Report, 2017

Aryzta Bakeries UK Ltd employs around 375 staff and is committed to fairness and equality within a diverse workplace. We publish below our gender pay data for the snapshot date of 5<sup>th</sup> April 2017. This shows both the mean and median difference between men and women in hourly rates of pay and in the value of bonuses received.

### Pay & Bonus Gap

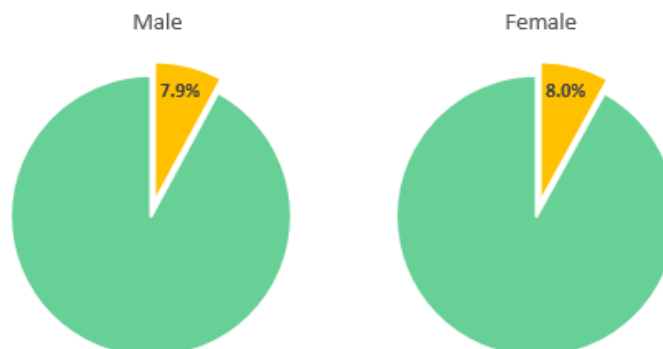
	Mean	Median
Hourly Rate - Ordinary Pay	10.2%	10.7%
Bonus	71.1%	52.1%

There are 2 main factors behind the difference in hourly rates

- females being over-represented in the lowest pay quartile
- an 8% gap in pay in the highest pay quartile

This latter difference arises from the specific roles being undertaken within this quartile - we are confident that men and women receive equal pay for equal work throughout our organisation.

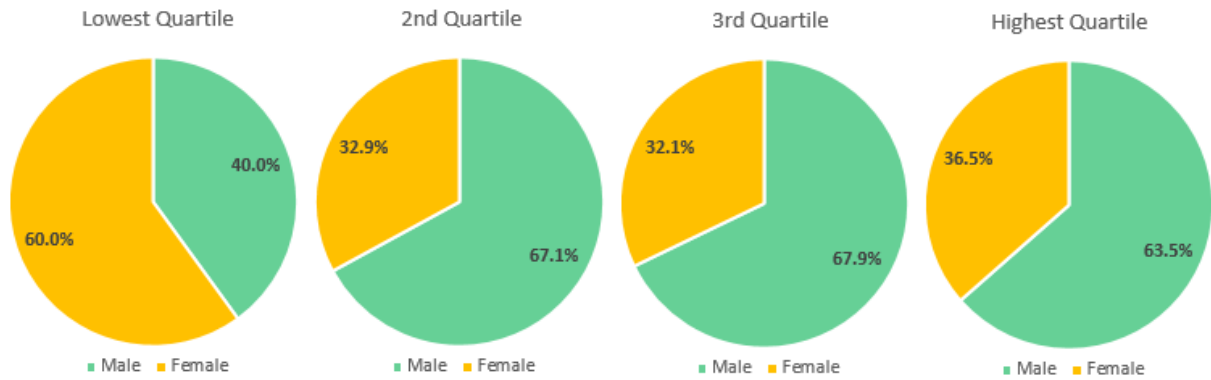
### Proportion of staff receiving a bonus



The proportion of staff receiving a bonus is similar but very low for both males and females, and it is the limited reach of the bonus scheme that lies behind the large gap in the value of bonuses received, where a very small number of outliers significantly influence the reported result. The data relates to bonuses paid in relation to our 2015/16 financial year.

[cont.]

### Representation by quartile



The above charts show gender distribution across 4 equally sized groups of 85 employees each.

The company is committed to closing the gender pay imbalance, and actively seeks to encourage and promote talent across the full spectrum of our workforce. We will continue to monitor the difference in gender pay and, where appropriate, take proactive steps to work to close the gap.

I confirm that the data presented in this report is accurate.

Tessa Williams

**HR Director (UK)**