



OUR 2017 GENDER PAY GAP REPORT

WE ARE COMMITTED TO REDUCING OUR GENDER PAY GAP AND PASSIONATE ABOUT EQUALITY AND INCLUSION IN OUR BUSINESS

PAY & BONUS GAP

	DIFFERENCE BETWEEN MEN & WOMEN	
	MEAN	MEDIAN
HOURLY PAY	5.9%	0.0%
BONUS PAID	16.6%	15.0%

THE TABLE ABOVE SHOWS OUR OVERALL MEAN AND MEDIAN GENDER PAY GAP BASED ON HOURLY RATES OF PAY AS AT THE SNAPSHOT DATE (I.E. 5 APRIL 2017). IT ALSO CAPTURES THE MEAN AND MEDIAN DIFFERENCE BETWEEN BONUSES PAID TO MEN AND WOMEN AT KEELHAM FARM SHOP IN THE YEAR UP TO 31ST JANUARY 2017.

PROPORTION OF MALE AND FEMALE TEAM MEMBERS RECEIVING A BONUS PAYMENT

13.16% OF MALES AT KEELHAM WERE PAID A BONUS. COMPARED TO 4.11% OF FEMALES WHO WERE PAID A BONUS.

PROPORTION OF MALE AND FEMALE TEAM MEMBERS IN EACH PAY QUARTILE

MALE/FEMALE	LOWEST	QUARTILE 2	QUARTILE 3	HIGHEST
MALE	56.76%	44.00%	40.00%	63.51%
FEMALE	43.24%	56.00%	60.00%	36.49%

THE ABOVE TABLE ILLUSTRATES THE GENDER DISTRIBUTION AT KEELHAM FARM SHOP ACROSS FOUR EQUALLY SIZED QUARTILES. EACH CONTAINING APPROXIMATELY 75 TEAM MEMBERS

WE ARE CONFIDENT THAT MEN AND WOMEN ARE PAID EQUALLY FOR DOING EQUIVALENT JOBS ACROSS OUR BUSINESS HOWEVER THE GREATER PROPORTION OF MEN THAN WOMEN IN SENIOR ROLES CREATES A GENDER PAY GAP.

OUR AIM IS TO ACHIEVE A 50:50 GENDER BALANCE (WITHIN A 10% TOLERANCE) & WE ARE CONFIDENT THAT AS WE PROGRESS TOWARDS THIS OUR GENDER PAY GAP WILL REDUCE.

I CONFIRM THE DATA REPORTED IS ACCURATE

VICTORIA ROBERTSAHW
DIRECTOR
23RD MARCH 2018