

## The Bread Factory Gender Pay reporting

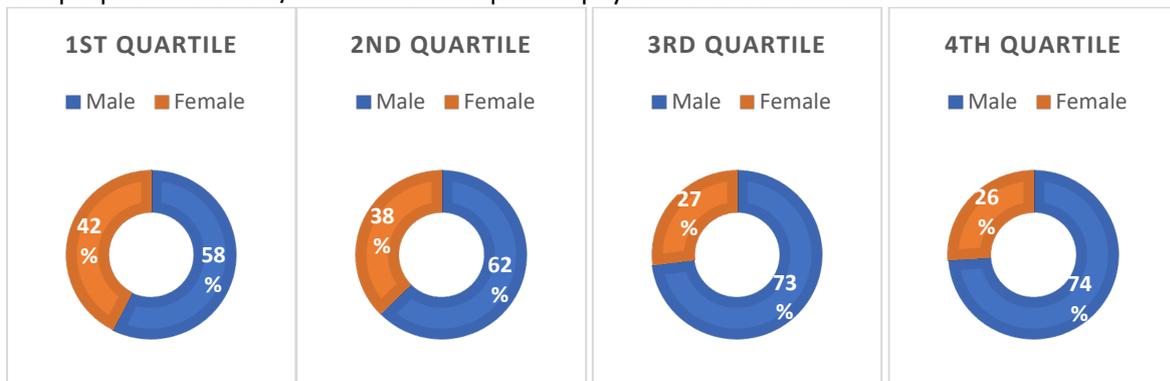
On 5<sup>th</sup> April 2017 The Bread Factory (TBF) employed 450 men and 229 women, a total of 679 employees. We place significant emphasis on the value of our people in the success of our business and we recognise that diversity within our workforce contributes to that success.

This report summarises our Gender Pay Gap ie the difference in the average earnings between men and women across all roles. Where we have men and women doing the same jobs, their rates of pay are the same.

At TBF our mean gender pay gap is 12%. This is lower than the current national mean pay gap (17.4%) and lower than that for the food production sector (14.5%).

Our median gender pay gap is 8% which is also lower than the national median gap of 18.8%.

The proportion of men/women in each quartile pay band is as follows:



Our gender bonus data is as follows:

Mean bonus gap	30%
Median bonus gap	0%

The proportion of men/women who receive a bonus:



22%



8%

We have a significant number of our highest paid roles carried out by a high proportion of men as they are on our night shift or involve heavy lifting. This contributes towards the median hourly pay gap. Additionally, the bonus gap is a reflection of the higher proportion of men in senior roles (60%).

As a business we aim to employ the best person for the job and we look at flexible working options to support a diverse workforce.

TBF is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. The information above is based on the requirement date of 5<sup>th</sup> April 2017.

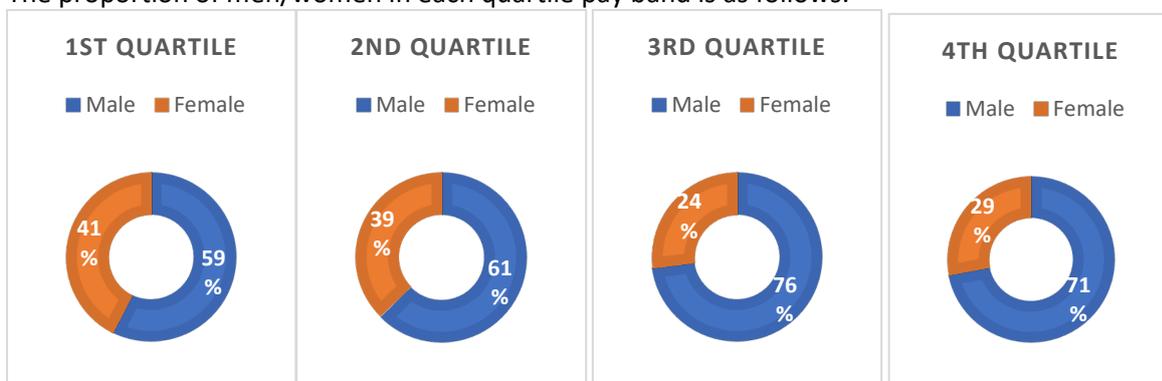
## The Bread Factory Gender Pay reporting

On 5<sup>th</sup> April 2018 The Bread Factory (TBF) employed 434 men and 213 women, a total of 647 employees. We place significant emphasis on the value of our people in the success of our business and we recognise that diversity within our workforce contributes to that success.

This report summarises our Gender Pay Gap ie the difference in the average earnings between men and women across all roles. Where we have men and women doing the same jobs, their rates of pay are the same.

At TBF our mean gender pay gap is 8%. This is a reduction from 12% last year. Our median gender pay gap is 6% which is also a reduction on the previous year.

The proportion of men/women in each quartile pay band is as follows:



This is broadly in line with the 2017.

Our gender bonus data is as follows:

	2018	2017
Mean bonus gap	-6%	30%
Median bonus gap	0%	0%

The Mean bonus gap has reduced from last year due to changes to the gender make up of some teams.

The proportion of men/women who receive a bonus:



70%



71%

As a business we aim to employ the best person for the job and we look at flexible working options to support a diverse workforce. Into the next year we will continue to monitor and review our diversity metrics and working to remove any barriers to career progression.

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