

# Castell Howell Foods

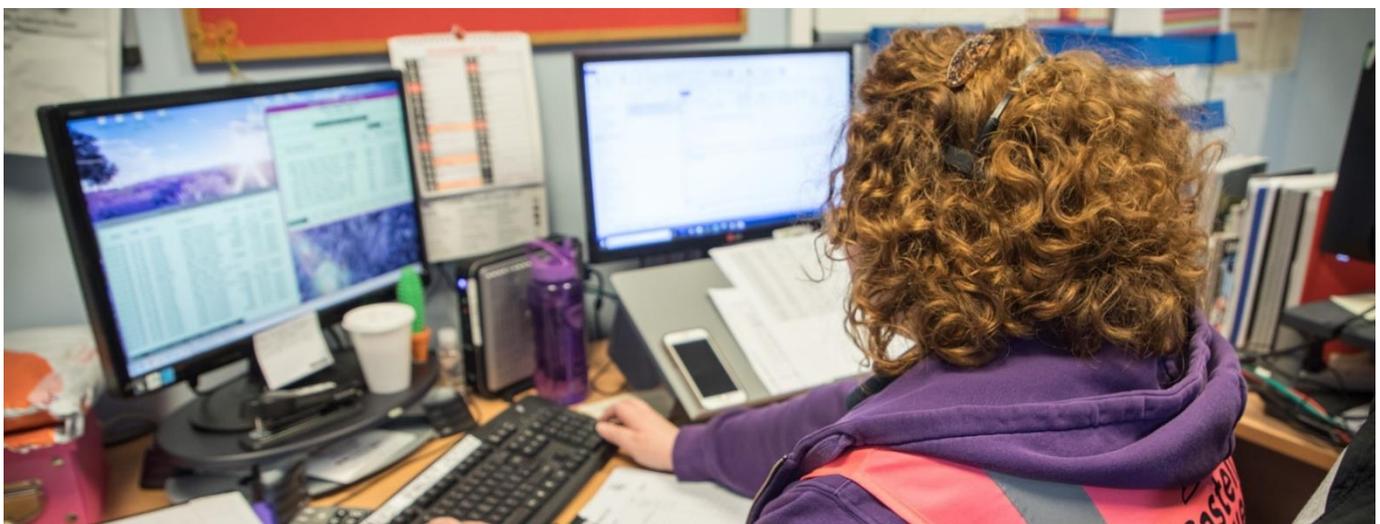
## Gender Pay Gap Report



December 2018

Castell Howell Foods Ltd is an equal opportunities employer, committed to a diverse workforce. We believe that every employee should be awarded fairly for their work and have the same access to all opportunities, regardless of gender. We are confident that men and women are paid equally for equal work.

The following calculations cover the period from April 2017 to April 2018.



### Our pay gap results

Our mean gender pay results illustrate that on average (mean), female employee's hourly rate is 4% higher than that of the male employees. The median results show a 2.6% difference between the hourly rate of female employees and that of our male employees. This is because male employees make up 79% of our workforce, with the majority of those fulfilling warehouse and driving roles. Whilst we have female employees working in blue-collar roles such as these, 93% of the roles within these departments are filled by male employees, whereas 55% of white-collar roles are filled by women.

Despite this, the number of females in each quartile is consistent across all hourly pay rates. This is illustrated in the table below which places all Castell Howell employees in four equal quartiles in order of highest (quartile 1) to lowest (quartile 4) paid.

	Male %	Female %
<b>Quartile 1</b>	85%	15%
<b>Quartile 2</b>	77%	23%
<b>Quartile 3</b>	77%	23%
<b>Quartile 4</b>	75%	25%

## Bonus Pay

Overall the percentage of the workforce who received a bonus in the 2017/2018 financial year stood at 62%, with 63% of all male employees and 56% of all female employees receiving a bonus.



The mean and median bonus pay gaps are showing a negative result, which means that on average, female employees receive a bonus that is 59.5% higher than that of the males. The median bonus figure is -186.6% when female bonus payments are compared with that of the males. This is because the positions that attract the lowest bonus figures are generally those associated with distribution and warehousing, 93% of which are filled by male employees.

The results of the Gender Pay Gap analysis for Castell Howell Foods continue to be encouraging. In comparison with the figures published for the financial year 2016-2017, it is clear that the adjustments in pay over the last 12 months serve to confirm our continued commitment to equal opportunities and pay within the workforce. We will continue to recognise our employees' work performance and dedication and support their career progression according to their individual attributes, whatever their gender.