

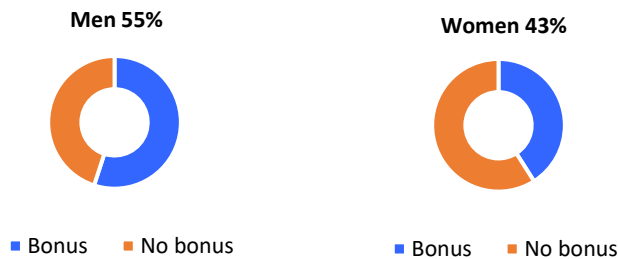
Gender Pay Gap Report 2020
Snapshot date: 5 April 2019



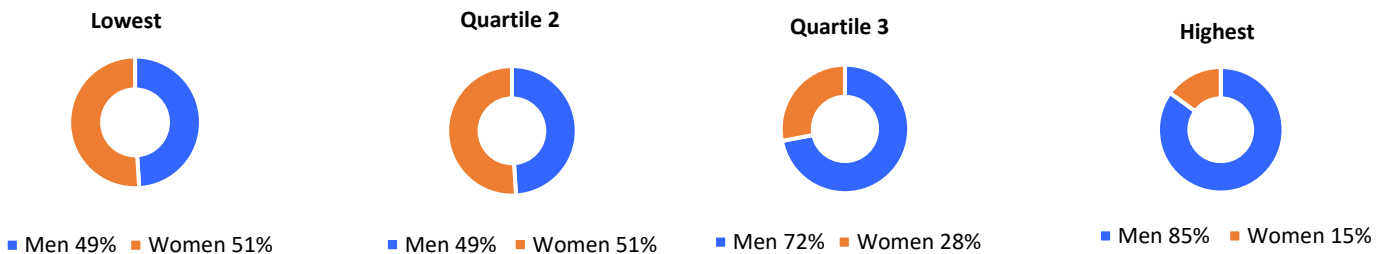
Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly pay	30%	24%
Bonus	87%	88%

Proportion of people awarded a bonus in 2017/18



Pay Quartiles



Statement from the Managing Director

From April 2017, the UK Government has required all large employers to measure and publish the difference between men and women’s earnings. The gender pay gap measures the difference in average hourly pay between men and women in an organisation, regardless of role, or seniority. It is important to note that this is different to equal pay, which directly compares any difference in pay for men and women doing a comparable job. According to the Office of National Statistics, the gender pay gap across all employees in the UK stood at 17.3% in 2019. The causes of a gender pay gap are complex, but its monitoring can help better understand it and action being targeted to reduce it.

The figures above relate to pay that was earned during the period between 6 April 2018 and 5 April 2019. It includes both full and part time employees across all areas of the business. At 24%, we acknowledge that our median gender pay gap is higher than the UK average. We have explained why we consider this to be the case below. Carrs Billington will monitor its gender pay gap and continue to report it annually.

We are confident that men and women are paid the same for doing equivalent jobs. Operating in the agricultural sector, Carrs Billington has historically employed a high proportion of men and has a low staff turnover. The natural consequence of this is that greater numbers of men than women currently hold senior positions. Carrs Billington also has a large commission-based sales division, the vast majority of which are male, which has a substantial impact upon the company’s bonus pay gap statistics.

In recent years, we have committed significant investment in our recruitment, training and development practices. A number of career pathway and employee development programmes have been established which are designed to attract, retain and develop the best talent. The company has a strict equal opportunities policy and ensures that appropriate consideration is given to diversity, including gender balance, in making recruitment decisions. The organisation believes in developing future leaders from within.

The business is aware that its policy of recruiting for the future and low staff-turnover levels mean that change is likely to take time. We have however already seen some improvements in gender diversity since collecting these statistics, including an increase of 3% and 4% in the proportion of women in the highest two pay quartiles. We are confident that our recruitment practices and development programmes will continue to improve diversity within the workforce at all levels.

I confirm that the data reported is accurate.

Dr Mark Cole
 Managing Director
 Carrs Billington Agriculture (Sales) Limited
 10 March 2020