

• SPEEDIBAKE •

PASSIONATE ABOUT BAKING

Gender Pay Gap Report April 19



Gender Pay Gap Report

At Speedibake, we are committed to the recruitment and development of talent that reflects the rich diversity of the society we live in, we strive to provide an environment in which everyone who works here can thrive and access opportunities equally.

We believe in making sure we have the right people, in the right roles, and that they are rewarded for the skills and contribution they make. To do this we continually look at the way we operate to ensure that we can make working at Speedibake an option for everyone, that people can bring their whole selves to work, and are able to maximise their potential regardless of gender, economic background, sexual orientation, age, ethnicity or any other characteristics.

We remain committed to our Diversity & Inclusion programme, continuing to upskill our hiring managers and support the women in our business to develop. Whilst striving to maintain and foster a value driven culture with an inclusive environment.

What is the Gender Pay Gap?

The gender pay gap is the difference between the average hourly pay of men and women. Various factors influence the gap such as the types of role women undertake and the demographics of the people in the company. This gender pay gap is different from equal pay, equal pay is where men and women are not paid different rates of pay for performing the same or similar role.

Mean - The mean gender pay gap is the difference between the average pay of men and women in a company.

Median - The median pay gap is the difference between midpoints in the range of hourly pay for men and women, it takes each person's pay, lines them up from lowest to highest, then compares the pay at the midpoint.

Our Results

Our results, outlined below are accurate and show both the mean and median differential pay between genders at Speedibake as on 5th April 2019.

Mean pay gap



-1.8%

The mean pay for women is 1.8% higher than that of men

Median pay gap



1.2%

The median pay for women is 1.2% lower than that of men

Mean Bonus Pay 37.7%

The mean bonus pay for women is 37.7% lower than that of men

Median Bonus Pay -42.4%

The median bonus pay for women is 42.4% higher than that of men

% of employees receiving a bonus

Men 9.4%

Women 11%



We always get better



We are proud of what we do



We look after each other



We value every penny

% of Employees in each pay quartile	Men	Women
Upper Quartile	68.6%	31.4%
Upper Middle Quartile	84.2%	15.8%
Lower Middle Quartile	71.9%	28.1%
Lower Quartile	74.1%	25.9%

Year on year our results show little movement in our pay gap figures, indicating a continued balance. This year does see a slight decrease, this is largely due to some completed recruitment campaigns with women being the successful candidates. We have also seen some middle manager roles filled by women, either, as a result of successful progression through the company or from external recruitment campaigns. Our mean bonus pay gap is driven by the fact that only a small number of senior roles in our business receive a bonus.

Our business is broadly gender balanced, going forward we will continue to embrace Diversity in our business and to provide a management culture where talent and contribution are consistently and equally recognised.

Steve Barton

Managing Director, Speedibake

Speedibake is a division of ABF Grain Products Ltd

Please find below the link to the Gender Pay Gap report for ABF Grain Products Ltd

<https://www.abf.co.uk/abf-grain-products-ltd-gender-pay-gap-report-2019>



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