

# • SPEEDIBAKE •

PASSIONATE ABOUT BAKING

## Gender Pay Gap Report

April 17





## Gender Pay Gap Report

It is important to my leadership team and I, that we maintain a culture that values the contribution both men and women make to our business, that our employees realise their full potential irrespective of their gender or background. That makes good business sense as well as being the right thing to do.

At Speedibake we are very proud of our diverse workforce, as part of a broader Diversity & Inclusion Programme we continue to work to improve the status and confidence of women in management positions which, I am pleased to see, is reflected in this report.

Both internally, and as part of the wider ABF business we have a women's networking group and management training programmes designed to develop the confidence and capability of women inside our business to move into more senior leadership roles along with those just starting their career in management. We have taken over 100 people managers and key people in our business through unconscious bias training and worked with specialist consultants, Brook Graham, to evaluate gender diversity, as part of an overall diversity & inclusion programme within our business. As a result I am confident that we will continue to see more strong female candidates emerge for our higher paid roles.

Our results, outlined below are accurate and show both the mean and median differential pay between genders in Speedibake as on 5<sup>th</sup> April 2017. On this date females represented about 28% of our workforce.

### Gender Pay Gap

Gender Pay Gap is the difference in average pay between men and women and this is influenced by a range of factors, including the demographics of a company workforce, this is different from Equal Pay. Equal Pay is about men and women receiving equal pay for the same or similar job.



**0.5%**

The **mean** pay for women is 0.5% lower than that of men



**0.1%**

The **median** pay for women is 0.1% lower than that of men

Current UK Mean Gender Pay Gap is 17.4% in favour of men

We have collected data for the past two years and our data has remained stable.



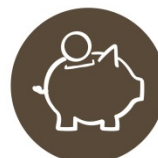
We always get better



We are proud of what we do



We look after each other



We value every penny

## Gender Bonus Gap



**62.4%**

The **mean** bonus pay for women is 62.4% lower than that of men



**0.6%**

The **median** bonus pay for women is 0.6% lower than that of men



**Men**  
**5.60%**



**Women**  
**5.20%**

Proportion of men and women paid a bonus

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 Gender Pay Gap Report for ABF Grain Products Ltd

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



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