

• SPEEDIBAKE •

PASSIONATE ABOUT BAKING

Gender Pay Gap Report April 18



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.

In our report last year, we talked about our Diversity & Inclusion programme, we continue our commitment to upskill our hiring managers in unconscious bias, diversity and inclusion and to support the women in our business to develop. We strive 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 2018.

Mean pay gap



3.9%

The mean pay for women is 3.9% lower than that of men

Median pay gap



2.1%

The median pay for women is 2.1% lower than that of men

Mean Bonus Pay 54.7% The mean bonus pay for women is 54.7% lower than that of men

Median Bonus Pay -3.7% The median bonus pay for women is 3.7% higher than that of men

% of employees receiving a bonus **Men 7.5%** **Women 5.6%**



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	73.5%	26.5%
Upper Middle Quartile	79.5%	20.5%
Lower Middle Quartile	72.7%	27.3%
Lower Quartile	72.0%	28.0%

Our results show that year on year there has been little significant movement, whilst our gender pay gap figure has increased this year we would expect to see this type of fluctuation in our business based on turnover rates. Additionally, this year the business has taken the opportunity following employee changes to restructure in a couple of key areas of the business, which has impacted on our data. 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-2018>



We always
get better



We are proud
of what we do



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We value
every penny