

# JDM FOOD GROUP GENDER PAY GAP REPORT 2017



JDM Food Group is a highly successful and diverse manufacturing business supplying food services and foods manufacturing through Europe.

For the first time this year, all large UK companies employing over 250 people, are required by law to carry out Gender Pay Gap Reporting.

This is a snapshot as of our data as at 5<sup>th</sup> April 2017:-

## Pay and Bonus Gap

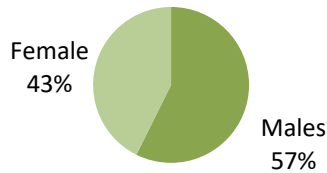
	Mean	Median
Pay	15.0%	0.3%
Bonus payments	82.9%	60.0%

6% of male employees and 2.5% of female employees received a bonus

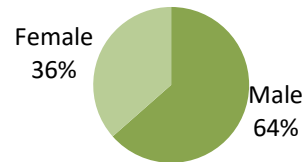
## Quartile split

	1st quartile (lowest paid)		2nd quartile	
Males	43	57.3%	Male	47 63.5%
Female	32	42.7%	Female	27 36.5%
	<u>75</u>			<u>74</u>
	3rd quartile		4th quartile (highest paid)	
Male	43	57.3%	Male	48 64.9%
Female	32	42.7%	Female	26 35.1%
	<u>75</u>			<u>74</u>

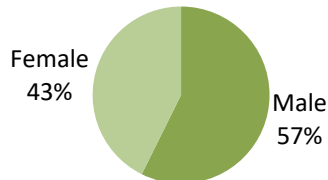
### 1st quartile (lowest paid)



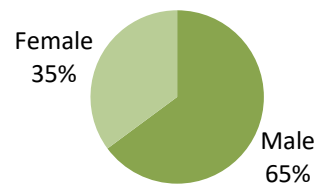
### 2nd quartile



### 3rd quartile



### 4th quartile (highest paid)



At 5<sup>th</sup> April 2017 we employed a total of 301 staff : 60.47% Men and 39.53% women

All factory staff (hourly paid) are paid the same hourly rate regardless of gender.

Salaries are awarded within a pay scale for the role dependant on skills, experience and length of service – Gender is irrelevant.

Bonuses are applied equally to male and female staff.

Our mean gender pay gap is 15%. We are encouraged that this is lower than the current national mean pay gap (17.4%). However, we are aware that there is more we can do to promote diversity and embed a culture of gender equality across our business.

In common with most employees with a pay gap, the main gap is the balance between men and women in senior roles, and this shows in our highest paid quartile data. We are focused in this area to ensure women are fairly treated and are given the same opportunities to progress in senior roles.

I can confirm that the data provided is accurate and in accordance with the UK Government Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jon Chesworth

Managing Director JDM Food Group Limited