

JDM FOOD GROUP GENDER PAY GAP REPORT 2018



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

All large UK companies employing over 250 people, are required by law to carry out Gender Pay Gap Reporting. This is the second year of reporting.

This is a snapshot as of our data as at 5th April 2018:-

Pay and Bonus Gap

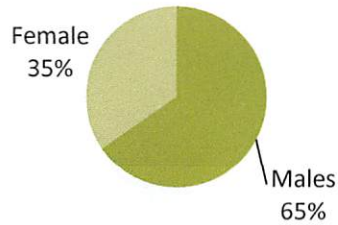
	Mean	Median
Pay	4.2%	-8.3%
Bonus payments	100%	100%

1% of male employees and 0% of female employees received a bonus. Only 1% of total employees received a bonus, therefore unusually skewing the bonus gap.

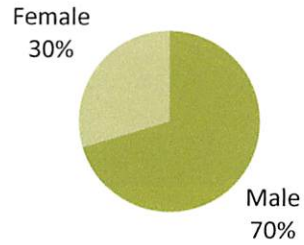
Quartile split

1st quartile (lowest paid)			2nd quartile		
Males	49	65.3%	Male	52	70.3%
Female	<u>26</u>	34.7%	Female	<u>22</u>	29.7%
	75			74	
3rd quartile			4th quartile (highest paid)		
Male	47	62.7%	Male	40	54.1%
Female	<u>28</u>	37.3%	Female	<u>34</u>	45.9%
	75			74	

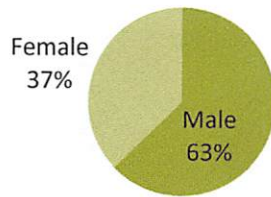
1st quartile (lowest paid)



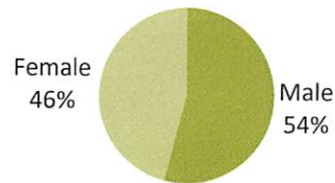
2nd quartile



3rd quartile



4th quartile (highest paid)



At 5th April 2018 we employed a total of 298 staff : 63% Men and 37% 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 usually applied equally to male and female staff, however, as only 1% of staff received a bonus in 2018, this figure is unusually skewed.

Our mean gender pay gap is 4.2%. We are encouraged that this has dropped significantly from 15% in 2017. The median gender pay gap is -8.3%, which compares very favourably to the national average of + 8.6% and is an improvement on 2017. We will continue to monitor this to ensure it does not widen further by promoting diversity and embedding a culture of gender equality across our business.

We are extremely encouraged that the gap in the highest paid quartile has narrowed significantly, demonstrating that our focussed efforts to ensure women are fairly treated and are given the same opportunities to progress in senior roles has had a significant impact.

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