

# JDM FOOD GROUP GENDER PAY GAP REPORT 2019



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 third year of reporting.

This is a snapshot as of our data as at 5<sup>th</sup> April 2019:

## Pay and Bonus Gap

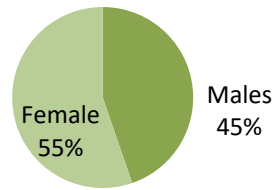
	Mean	Median
Pay	16 %	5.6%
Bonus payments	67%	57%

9% of male employees and 6% of female employees received a bonus. Only 10% of total employees received a bonus

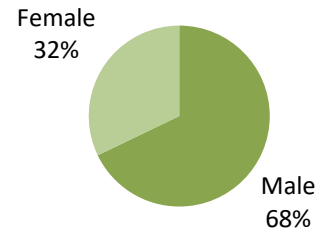
## Quartile split

	1st quartile (lowest paid)		2nd quartile	
Males	38	44.7%	Male	57 67.9%
Female	47	55.3%	Female	27 32.1%
	<u>85</u>			<u>84</u>
	3rd quartile		4th quartile (highest paid)	
Male	53	62.4%	Male	51 60.7%
Female	32	37.6%	Female	33 39.3%
	<u>85</u>			<u>84</u>

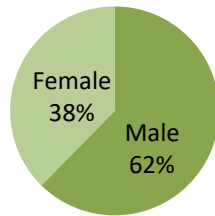
### 1st quartile (lowest paid)



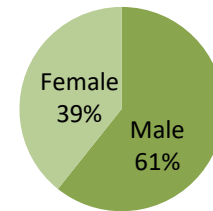
### 2nd quartile



### 3rd quartile



### 4th quartile (highest paid)



At 5<sup>th</sup> April 2019 we employed a total of 338 staff: 59% Men and 41% 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.

Discretionary bonuses are usually applied equally to male and female staff, and usually monthly paid staff are eligible. We are encouraged that the mean bonus gap has narrowed significantly since 2017 when we commenced reporting.

Our mean gender pay gap is 16 %. This is slightly less than the national average for all workers of 17%. The median gender pay gap is 5.6%, which compares favourably to some of our main competitors in the food manufacturing sector. Although this has increased since 2018, this is skewed by the loss of 2 females in the upper salary quartile. 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 encouraged that the gap in the lowest paid quartile has reversed since 2017, demonstrating that our focussed efforts to ensure women are fairly treated have had an impact. Although the gap in the top quartile is skewed, it compares favourably to some of our main competitors in the sector.

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