



Lantmännen



UK Gender Pay Gap Report 2017

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Introduction

We value our people and the contribution they make. We pay them fairly for the work they do and we are committed to fostering a working environment where there are equal opportunities for all our people so they can fulfil their potential and contribute to our business success, irrespective of their gender.

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap by April 2018. The regulations are intended to encourage employers to take informed action to close their gender pay gaps where one exists.

This report reflects the calculations required under this UK legislation for Lantmännen Unibake UK.

Lantmännen Unibake UK welcomes and supports the pay gap reporting across the public and private sector and has long been committed to equal opportunities and continues to make gender irrelevant on our decisions on pay. We remunerate and reward our people based on performance and contribution, regardless of gender.

Companies must report the following:

- Mean and median gender pay gap in hourly pay
- Mean and median bonus gender pay gap
- Proportion of men and women who receive a bonus
- Distribution of men and women across pay quarterlies

Mean vs. median

The Gender Pay Gap reporting regulations specifically require both the median and mean to be reported. These metrics are complementary, and illustrate different aspects of the distribution of pay across an organisation.

The median is a statistic commonly used in analysing both internal pay tendency and external market norms, because it looks at the central tendency of the market or sample, showing the middle-most salary of a sample.

Calculating the median involves taking all salaries in a sample, lining them up in order from lowest to highest, and picking the middle-most salary.

The mean is the overall average of the whole sample and thus can be subject to the influences of any extremely high or low salaries at the top or bottom of the sample. In other words, the mean is much more subject to skewing by a small number of outliers.

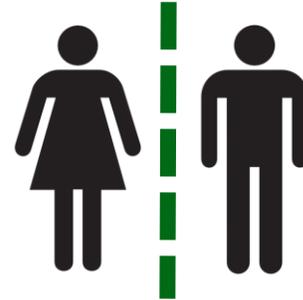


Why equal pay and the gender pay gap are not the same



Equal Pay

This is about whether a man and woman performing the same work, at the same level, in the same organisation receive the same pay.



The Gender Pay Gap

Shows the pay gap between the earnings for both men and women across an organisation.



National Average

The UK national mean gender pay gap is **18.1%***

*Office of National Statistics 2016

Nationally, one of the main reasons for the gender pay gap is more men are likely to hold senior positions.



Lantmännen Unibake UK

At the time the snapshot was taken (April 2017) we had 74% males and 26% females working for us. The Lantmännen Unibake UK workforce consists of significantly more males than females. This profile reflects the nature of our sector.



Our results – based on hourly rates

Gender pay gap based on hourly rates (at April 2017)

-3.2%

This figure indicates the **mean** (average) based on hourly pay showing we pay our men 3.2% less on average than females.

0%

This figure indicates the **median** (mid-point) hourly pay for men and women showing that it is equal.

What does our data tell us?

The analysis of our data tells us that our average gender pay gap is not the same as the current UK national average.

This is to do with the workforce split of males and females and arises as a result of two key factors:

- We employ more men than women in our manufacturing operations, which is where we have the majority of our lower paid employees.
- The majority of female employees are in specialist roles and therefore on a higher salary than the employees within manufacturing operations.



Our results - bonus

Mean
bonus gap **56.8%**

Median
bonus gap **-212.7%**

Proportion of employees who receive a bonus

Total males 516 – bonus paid to 76.

Total females 183 – bonus paid to 37.

Bonus gender pay gap

These figures show the mean (average) and median (mid-point) bonus gap.

Mean – this figure is due to having more men that receive long service awards and senior management bonuses than women and the fact that we have fewer women in the most senior positions within our business.

Median – this figure is due to having more women in specialist roles than men. These roles are paid bonuses at a higher value compared to the value of the long service awards.



14.7%



20.2%



Our results – quartiles



What does our data tell us?

There is a significantly greater proportion of male employees across all levels of our UK business and this is a direct reflection of the nature of our business and the sector in which we operate.

Women are less well represented in the bottom quartile compared to the other three quartiles and this is a result of us having fewer women in our manufacturing operations teams.



Quartiles represent the pay rates from the lowest to the highest for our employees, split into four equal sized groups. These graphs show the percentage of men and women in each quartile.



Our actions

A key part of our company strategy is to **attract, motivate, develop and retain the best talent.**

Diversity is incredibly important to us at Lantmännen Unibake UK and we're equally proud to embrace diversity within our business.

We understand that our manufacturing operations workforce has a greater proportion of males.

We have long been committed to equal opportunities and continue to make gender irrelevant on our decisions on recruitment and pay. We remunerate and reward our people based on performance and contribution, regardless of gender.

We offer family friendly policies that include:

- enhanced maternity / paternity pay
- flexible and agile working options
- and we support part-time working

We continue to monitor this.

How do we compare with other businesses?

Every company is different, so direct comparisons are hard to make.

However our gender pay gap (using the median figure) is 0% while data released by the [Office for National Statistics](#) shows that the national gender pay gap for all employees is 18.1%.



Lantmännen

Declaration

We hereby confirm that the information and data set out in this report, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is accurate.



Ian Powell

Interim HR Director

Lantmännen Unibake UK

3rd April 2018



Tim Robinson

Managing Director

Lantmännen Unibake UK

3rd April 2018

