

HARVEY & BROCKLESS

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HARVEY & BROCKLESS LTD

GENDER PAY GAP REPORT

As one of the preferred suppliers of choice of speciality foods into the foodservice sector, we believe in offering all our staff equal opportunities and rewarding our staff based on merit alone.

Based on a breakdown of our salary figures as of 5th April 2018, we can report that the mean gender pay gap is 9% in favour of women and the mean bonus pay gap is 38.3% in favour of women.

Further details on these figures are provided in the report.

Thank you

Stella Coudjoe
Financial Director



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RESULTS

PAY GAP AND BONUS

DIFFERENCE BETWEEN MALE AND FEMALE UK EMPLOYEES

	Mean	Median
Hourly rate of pay	9%	13%
Bonus Pay	38.3%	6%

Both in favour of females

PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY

Male	36%
Female	30%

OVERALL

Due to the physical nature of the operations at Harvey & Brockless Ltd (Warehouse, Production and Distribution) there is a higher number of male staff within these departments.

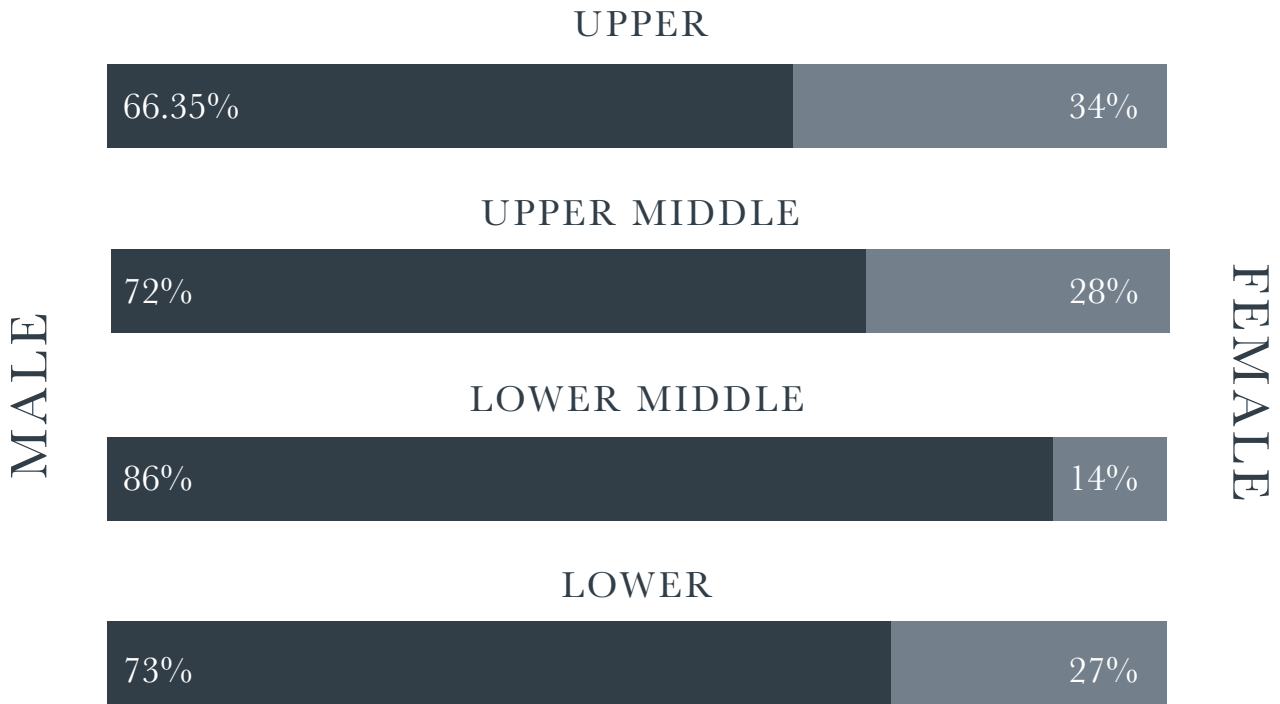
This is reflected by the high proportion of male to female staff in the two lowest salary quartiles.

There is however a greater percentage of female staff in the two higher quartiles where the roles tend to be more office based, although still predominantly more males.

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PROPORTION OF MALE AND FEMALE UK EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



WHAT ARE WE DOING ABOUT IT?

Continuing to reduce the gender pay gap is part of our people strategy.

- We have reviewed all our recruitment processes to ensure there are no gender biases in the selection process.
- We are in the process of identifying the key leaders for the future for further leadership and training courses and will ensure an appropriate gender balance.
- We are looking to offer roles with hours that are more suited to working parents/parents returning from parental leave.