

# Baxters Food Group Gender Pay Gap – SUMMARY

(Positive number means males paid higher, negative number means female paid higher)

	Reporting Figures
Difference in mean hourly rate of pay	7.3%
Difference in median hourly rate of pay	6.7%
Difference in mean bonus pay	-79.9%
Difference in median bonus pay	-18.1%
Proportion of males receiving bonuses	10.6%
Proportion of females receiving bonuses	9.6%

## QUARTILES



## COMMENTARY

- We have advanced **salary benchmarking tools** which are used to determine appropriate pay levels.
- Our managers are trained to use our **sophisticated recruitment process** that incorporates objective ability tests and psychometric tools.
- We have **45% female membership** on the European Leadership team.
- Over the past 3 years we have placed selected junior and senior female managers on **“Women in Leadership”** programmes and supported structured executive coaching for **senior female leaders**.