





# Gender Pay Gap

	Mean	Median
<b>Hourly Pay</b> 	<b>-11.0%</b> On average, women were paid 11% higher than men	<b>-9.8%</b> Our middle paid female received 9.8% more than our middle paid male
<b>Bonus Pay</b> 	<b>-29.2%</b> On average, women were paid 29.2% higher than men	<b>0.0%</b> Our middle paid male received exactly the same as our middle paid female

## What does this say about our company?

- Overall, our workforce was 34% female and 66% male. This can be partly attributed to the manual nature of our factory based roles, and partly to the social anthropology of our largest business unit locations
- Due to standardised pay scales across our manufacturing functions, we continue to minimise pay differences across the largest part of our workforce
- On average, our lowest paid employees earned at least 75p per hour more than they did last year, and 29p more per hour than the current National Minimum Wage
- Although overall staff numbers have remained similar, we have fewer women represented in our lower quartile and more women in our top quartile than last year. This supports our observation that less women are applying for entry level factory based roles, while more women are applying for higher level positions within the company
- Our mean comparative figures are representative of, and skewed by, the fact that the head of our company is female

## What actions are we taking to close the gap?

- Baxters is highly committed to gender equality and diversity across all our UK and International sites
- We will continue to employ the right person for the job with salaries set using advanced benchmarking tools, regardless of that person's gender or creed

	Mean Hourly Rate Analysis			
	Female	Male	Difference	%
Lower Quartile	£9.81	£9.79	-£0.02	-0.2
Lower Middle	£10.74	£10.77	£0.03	0.3
Upper Middle	£13.85	£13.89	£0.04	0.3
Top Quartile	£36.67	£35.43	-£1.24	-3.5
Overall	£18.84	£16.97	-£1.87	-11.0

