





# Gender Pay Gap

	Mean	Median
<b>Hourly Pay</b>	<b>2.5%</b>	<b>-1.0%</b>
	On average, men were paid 2.5% higher than women	Our middle paid female received 1.0% more than our middle paid male
<b>Bonus Pay</b>	<b>-39.9%</b>	<b>0.0%</b>
	On average, women were paid 39.9% higher than men	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 81p per hour more than they did last year, and 12p more per hour than the current National Minimum Wage
- There is a reasonably even spread of females:males across our quartiles, which reflects that females are fairly equally represented at each level across our 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 market linked benchmarking aligned to our internal reward principles, regardless of that person's gender

	Mean Hourly Rate Analysis			
	Female	Male	Difference	%
Lower Quartile	£10.62	£10.68	£0.06	0.6
Lower Middle	£11.39	£11.46	£0.07	0.6
Upper Middle	£14.52	£14.41	-£0.11	-0.8
Top Quartile	£38.17	£38.88	£0.71	1.8
Overall	£18.27	£18.73	£0.46	2.5

