



Gender Pay Gap

Snapshot Date – 5th April 2024

	Mean	Median
Hourly Pay 	-13.3% On average, women were paid 13.3% higher than men	-1.1% Our middle paid female received 1.1% more than our middle paid male
Bonus Pay 	-454.2% On average, women were paid 454.2% higher than men	75.0% Our middle paid male received 75% more than our middle paid female

What does this say about our company?

- Overall, our workforce was 35% female and 65% 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 £1.04p per hour more than they did last year, and 25p more per hour than the National Minimum Wage
- There is a reasonably even spread of females:males across our quartiles which reflects that females are equally represented at each level across our company
- Changes in our mean pay data when compared to last year are reflective of more women being appointed to management positions between April 2023 and April 2024
- 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	£11.64	£11.74	£0.10	0.9
Lower Middle	£12.32	£12.36	£0.04	0.3
Upper Middle	£15.44	£15.35	-£0.09	-0.6
Top Quartile	£45.04	£39.20	-£5.84	-14.9
Overall	£21.86	£19.30	-£2.56	-13.3

	Lower Quartile	Lower Middle	Upper Middle	Top Quartile
	37.4	30.3	32.6	38.2
	62.6	69.7	67.4	61.8
				

■ Females ■ Males

In the 12 months prior to the Snapshot date			
2.6% of our male employees received a bonus		4.9% of our female employees received a bonus	
Total number of males employed	344	Total number of females employed	182