





# Gender Pay Gap

Snapshot Date – 5<sup>th</sup> April 2025

	Mean	Median
<b>Hourly Pay</b> 	<b>-12.7%</b> On average, women were paid 12.7% higher than men	<b>-0.1%</b> Our middle paid female received 0.1% more than our middle paid male
<b>Bonus Pay</b> 	<b>-28.3%</b> On average, bonuses paid to women were 28.3% higher than men	<b>50%</b> Our middle paid male bonus was 50% more than our middle paid female bonus

## What does this say about our company?

- Overall, our workforce was 37% female and 63% 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 £74p per hour more than they did last year, and 17p 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 senior management positions between April 2024 and April 2025
- 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	£12.38	£12.41	£0.03	0.2
Lower Middle	£13.10	£13.07	£-0.03	-0.2
Upper Middle	£17.34	£16.58	£-0.76	-4.6
Top Quartile	£59.31	£46.79	£-12.52	-26.8
Overall	£24.72	£21.94	£-2.78	-12.7

