





# Gender Pay Gap

	Mean	Median
<b>Hourly Pay</b> 	<b>-1.4</b> On average, women were paid 1.4% higher than men	<b>-7.8%</b> Our middle paid female received 7.8% more than our middle paid male
<b>Bonus Pay</b> 	<b>-39.8%</b> On average, women were paid 39.8% higher than men	<b>0.8%</b> Our middle paid male received 0.8% 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
- 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
- Due to standardised pay scales across our manufacturing functions, we have successfully minimised pay differences across our lowest paid employees
- On average, our lowest paid employees earned at least 12p more per hour than the National Minimum Wage

## 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
- The number of roles across senior mgmt. positions held by females has increased over the past financial year
- We have recently elected our first female Non-Executive Director, with a view to expand this further

	Mean Hourly Rate Analysis			
	Female	Male	Difference	%
Lower Quartile	£9.04	£9.03	-£0.01	-0.1
Lower Middle	£9.50	£9.43	-£0.07	-0.7
Upper Middle	£12.00	£11.91	-£0.09	-0.8
Top Quartile	£35.06	£33.00	-£2.06	-6.2
Overall	£16.20	£15.97	-£0.23	-1.4

