



BAXTER STOREY

**GENDER PAY REPORT
2022**

GENDER PAY GAP REPORTING

- What is Gender Pay Gap Reporting?
- Understanding the Report
- Gender Pay Gap – The Results
- Our Focus and Commitments



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WHAT IS GENDER PAY GAP REPORTING?

UK employers with more than 250 employees are required to publish their gender pay gap. This gives us the opportunity to understand any gender imbalances in our workforce and develop initiatives to address our findings.

The Gender Pay Gap Reporting is different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work. We are confident that we offer equal pay for equal work across the business.

What's included in our calculations:

Calculations of mean and median pay and of quartile pay bands are based on data as at 5 April 2021 only, including ordinary pay and bonus pay. The report includes all BaxterStorey England & Wales employees who had a relevant contract of employment on this date. Importantly, any furloughed employees are excluded. This means our 2021 report covers 1706 employees only.

The remaining 3260 employees are out of scope as they were furloughed at the time, due to the impact of Covid on our business.

BaxterStorey People

The BaxterStorey leadership team is committed to creating an inclusive workplace and investing in the wellbeing and development of our people. Our workforce is made up of 58.07% female and 41.93% male (April 2021).

UNDERSTANDING THE REPORT

The information within this report shows the differential between the mean and median pay of our male and female employees – the Gender Pay Gap.

The gender pay gap is calculated by taking the calculated hourly rate of all women and the calculated hourly rate of all men, finding the mean and median and determining the gap between these numbers across genders

The mean gender pay gap is the difference in the average hourly pay for women compared to men. This is calculated by adding up all the hourly rates separately for male and females and dividing by the total number of results in each list.

The Mean

$$\frac{\text{Totally hourly rate for women}}{\text{Number of women}} = \text{Mean average hourly pay for women}$$

$$\frac{\text{Totally hourly rate for men}}{\text{Number of men}} = \text{Mean average hourly pay for men}$$

The Median

The median represents the middle point of a population. If you lined up all the female and male employees within the business, the median is the difference between the hourly pay rate for the middle woman compared to the middle man.

GENDER PAY GAP RESULTS ENGLAND & WALES

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15.62%

Mean Gender Pay Gap

16.87%

Median Gender Pay Gap

21.14%

Male
Lower

78.86%

Female
Lower

33.86%

Male
Lower Mid

66.13%

Female
Lower Mid

56.36%

Male
Upper Mid

43.64%

Female
Upper Mid

56.36%

Male
Upper

43.64%

Female
Upper

GENDER PAY GAP BONUS RESULTS

PERCENT OF TOTAL EMPLOYEES RECEIVING
BONUS PAYMENT BY GENDER

38.71%

The mean gender bonus pay
is 38.71% higher for
men than that of women.

14.5%

The median gender bonus
pay is 14.5% higher for men
than that of women.



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GENDER PAY GAP RESULTS SCOTLAND

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The report includes all BaxterStorey Scotland employees who had a relevant contract of employment on this date. Importantly, any furloughed employees are excluded. This means our report for Scotland 2021 report covers 83 employees only. The remaining 245 employees are out of scope as they were furloughed at the time, due to the impact of Covid on our business.



GENDER PAY GAP RESULTS

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Our Scottish workforce make up 66% female and 34% male (April 2021)

16.79%

Mean Gender Pay Gap

17.49%

Median Gender Pay Gap

The quartiles represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile

19.1%

Male
Lower

80.9%

Female
Lower

23.8%

Male
Lower Mid

76.2%

Female
Lower Mid

42.9%

Male
Upper Mid

57.1%

Female
Upper Mid

50%

Male
Upper

50%

Female
Upper

GENDER PAY GAP BONUS RESULTS

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PERCENT OF TOTAL EMPLOYEES RECEIVING
BONUS PAYMENT BY GENDER

33.3%

The mean gender bonus pay
is 33.3% higher for
men than that of women.

25.2%

The median for gender bonus
pay is 25.2% higher for men
than that of women.



OUR FOCUS & COMMITMENTS

Our Focus

- To recruit people who share our passion and pride for food and service
- To continue to provide development and career opportunities for all
- To have great two way communication and people engagement
- To reward and recognise our people for the job they do and the value they add
- To always keep our people, data and reputation safe

Our Commitments

Maintaining our inclusive workforce is our main priority and we will continue to grow our talent by bringing the best people into our family, regardless of their characteristics, gender, sexual orientation, race, age, social background or disability.

- BaxterStorey are proud to be an active member in the WiHTL, an industry leader in driving the diversity agenda.
- When appointing new people into our business, everyone is benchmarked to ensure no group is disadvantaged.
- Annual review of all of our policies are conducted ensuring these are updated, relevant and that no group is again disadvantaged in any way.
- Increase the number of mental health first aiders.
- BaxterStorey are actively involved in the WSH ESG committee.
- Continue to support our female employees into leadership roles, including reverse mentoring programmes.
- We have also created our first inclusion network for our people.

Declaration - I confirm that the information in this statement is accurate.

Ronan Harte

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THANK YOU