

Welcome to our Gender Pay Gap Report 2020

Since our last report, and indeed between this years' snapshot data and last years snapshot data, we have seen numerous changes within our business. As a result, you will see that there is a shift in both our mean and median pay gaps in comparison with the 2019 report.

Just 3 months prior to the snapshot date on which we are reporting, the business went through a large restructure, removing a layer of management as well as realigning departments. Some people left us voluntarily throughout that process and we said farewell to a number of highly valued staff.

Last year we reported a mean gender pay gap of **5.74%** in favour of women, this year we are reporting a gap that is **0.9%** in favour of men. Although the gap is

smaller, there is still work to be done.

Our median pay gap has increased from **0**% to **8.5**% in favour of men. In last years report, our 2 median employees were fulfilling the same role, this year this was not the case.

Throughout the challenges of 2019 and indeed the times we are currently living in are the most challenging of all, we have maintained committed to diversity and inclusion in all forms and our ethos of doing the right thing for our business, our people and our customers.

I can confirm the data reported is accurate

Kayley Toolan - HR Manager

males are employed

108 females are employed

Our **median**

gender pay

gap is **8.5%** in

favour of men

Our mean gender pay gap is 0.9% in favour of

63% of our Senior roles are filled by women



Our mean and median analysis

0.9%Our mean gender pay gap in favour of men

Two of the key metrics we have to report are the **mean and median gender pay gap.** These show the difference in the average hourly rate of pay between men and women at Blue Earth Foods.

The **mean** figure represents the average hourly rate of pay across our whole workforce and is particularly impacted by the higher earners in the business as more of our senior management roles are held by women. Our mean pay gap is 0.9% in favour of men.

The **median** figure represents the compared hourly rate of the middle male and middle female earners. Our median gender pay gap is 8.5%.



8.5%Our median gender pay gap

Quartile 1

50% Female

50% Male

Quartile 2

42% Female

58% Male

Quartile 3

29% Female

71% Male

Quartile 4

42% Female

58% Male

