



## Gender Pay Gap Report, 2018

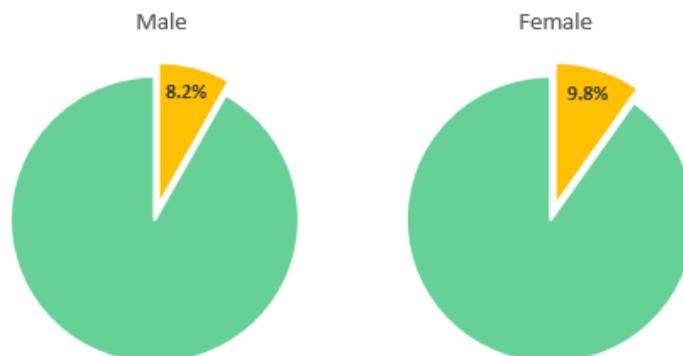
Aryzta Bakeries UK Ltd employs around 380 staff and is committed to fairness and equality within a diverse workplace. We publish below our gender pay data for the snapshot date of 5<sup>th</sup> April 2018. This shows both the mean and median difference between men and women in hourly rates of pay and in the value of bonuses received.

### Pay & Bonus Gap

	Mean	Median
Hourly Rate - Ordinary Pay	10.1%	9.0%
Bonus	32.6%	18.2%

The median pay gap has reduced from 10.7% in the previous year, primarily as a result of a reduction in the proportion of female staff in the lowest pay quartile, and small increases in representation in the 2 middle quartiles. Additionally, the pay gap in the highest quartile has halved from 8% to 4%.

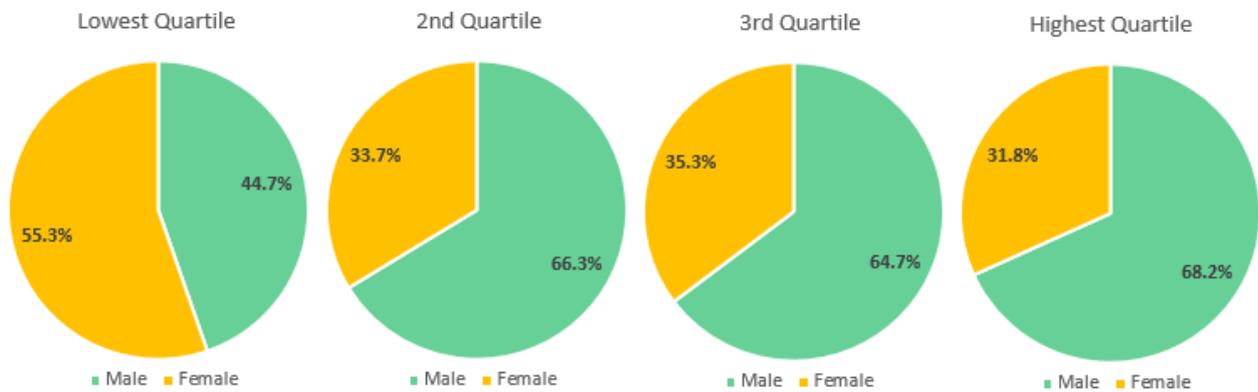
### Proportion of staff receiving a bonus



The proportion of staff receiving a bonus is similar but very low for both males and females, and the limited reach of the bonus scheme causes a very small number of outliers to significantly influence the reported result. While still substantial, the gap in bonuses has reduced year on year from 71% mean / 52% median as more females have taken up senior roles in the organisation. The data relates to bonuses paid in relation to our 2016/17 financial year.

[cont.]

### Representation by quartile



The above charts show gender distribution across 4 groups of 85 / 86 employees each. The changes in representation across the 4 quartiles show a small movement of female staff from basic operative into key skilled / supervisory roles.

Aryzta Bakeries UK Ltd is committed to further closing the gender pay imbalance, and actively seeks to encourage and promote talent across the full spectrum of our workforce.

I confirm that the data presented in this report is accurate.