



Holdsworth Gender Pay Gap Report 2021

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Our declared figures as of 5th April 2021 are as follows:

- Women's hourly rate is 5.1% lower (mean) and 2.7% lower (median)
- Top salary quartile has 82.4% men and 17.6% women
- Upper middle salary quartile has 84.6% men and 15.4% women
- Lower middle salary quartile has 90% men and 10% women
- Lower salary quartile has 72.5% men and 27.5% women
- Women's bonus pay is 54.5% lower (mean) and 76.4% lower (median)
- 87.6% of men and 40.6% of women received bonus pay

Holdsworth Foods meet their legal obligation under the Equality Act 2010 by paying men and women equal pay for equal work. Holdsworth Foods is a diverse organisation which requires a range of different skills from its employees. We are committed to reducing the gender pay gap between men and women but the operational nature of the business means that unless there is an equal number of men and women employed in comparable roles throughout the company, there will inevitably be some overall imbalance in our results.

The gender pay gap in bonus payments is largely due to the fact that the roles in which performance bonuses are used are manual, male dominated (HGV Driving/Warehouse order picking) roles.

We are pleased to report that our gender pay gap continues to be lower than the national average.

I confirm that the pay gap data reported is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rebecca J.C. Warhurst
Finance Director