



## Holdsworth Gender Pay Gap Report 2022

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 2022 are as follows:

- Women's hourly rate is 6.9% lower (mean) and 9.5% lower (median)
- Top salary quartile has 91% men and 9% women
- Upper middle salary quartile has 85% men and 15% women
- Lower middle salary quartile has 92% men and 8% women
- Lower salary quartile has 74% men and 26% women
- Women's bonus pay is 42.9% lower (mean) and 48.6% lower (median)
- 89.7% of men and 60.2% 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.

Our results are not improved on last year as although all employees received a pay rise, we had to increase the salary for all HGV drivers at a higher rate due to the national shortage experienced post-pandemic. As distribution is the main function of our business, and is a part of our business with significantly more male than female employees, there has been a larger than previous increase in the hourly rate comparison.

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