



Holdsworth Gender Pay Gap Report 2023

The gender pay gap refers to the difference in average pay between all men and women in a workforce. 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 2023 are as follows:

- Women's hourly rate is 8% lower (mean) and 5.9% lower (median)
- Top salary quartile has 86% men and 14% women
- Upper middle salary quartile has 89% men and 11% women
- Lower middle salary quartile has 96% men and 4% women
- Lower salary quartile has 72% men and 28% women
- Women's bonus pay is -18.9% lower (mean) and -39.7% lower (median)
- 83.5% of men and 58.3% 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 due to the change in payment structure following COVID, to administrative staff and telesales, performance and attendance bonuses continued to be paid to operational roles which are male dominated.

Our company continue to have a male dominant operational workforce (drivers and warehouse staff) 98% Male (345) & 2% Female (7). All recruitment reviewed based on skill set and experience, we will continue to recruit the best people for the roles irrelevant to their gender.

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.

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