

# Whitworth Bros.Ltd.

## FLOUR MILLERS

### GENDER PAY GAP REPORT 2017

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, marriage or civil partnership, pregnancy/,maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

#### Pay & Bonus Gap

Pay difference between men and women		
	Mean	Median
Pay	20%	11%
Bonus	80%	11%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay. This is a snapshot (as at the snapshot date of 5 April 2017) of the difference between the average hourly pay levels of all women compared to all men, irrespective of their role or level in the organisation, expressed as a percentage of men's average pay.

For comparison the UK's national gender pay gap is 18%.

It also shows the mean and median difference between bonuses paid to men and women at Whitworth Bros Ltd in the year up to the snapshot date, i.e. the 12 months ending 5 April 2017. The mean difference is large due to the bonus payments to directors, all of which are male.

Whitworth Bros Ltd is confident that its gender pay does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being in senior, higher paid roles, as is the case across the UK economy as a whole.

#### Proportion of all employees receiving a bonus



6%



7%

Whitworth Bros Ltd has a bonus policy for directors and qualifying senior managers, regardless of their gender.

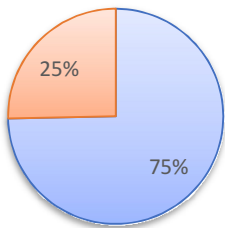
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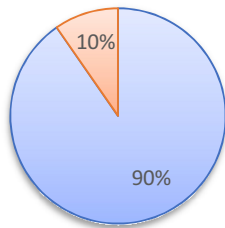
### GENDER PAY GAP REPORT 2017

#### Pay Quartiles

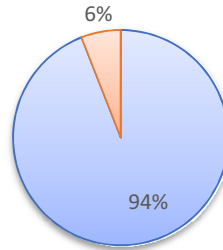
Lower quartile



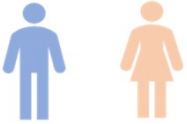
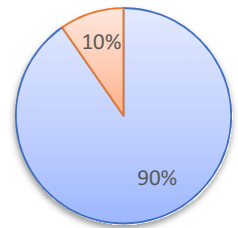
Lower middle quartile



Upper middle quartile



Upper quartile



The above image illustrates the gender distribution at Whitworth Bros Ltd across four equally sized quartiles, each containing 83 employees (one has 84).

Overall, women currently represent 13% of all our employees.

Whitworth Bros Ltd actively promotes gender diversity in all areas of its workforce but recognises the scope to influence the gender pay gap is largely limited due to the subjects that individuals choose to study or the career choices that they make. However, we are committed to ensuring that men and women are paid equally for doing equivalent jobs across our business.

I, Simone Large, Company Secretary, confirm that the information in this statement is accurate.

Signed: *S Large*

Date: 26/02/2018