

GAIL's

GAIL's Bakery Gender Pay Report

We place significant emphasis on the value of our people in the success of our business and we recognise that diversity within our workforce contributes to that success.

This report summarises our Gender Pay Gap ie the difference in the average earnings between men and women across all roles. Where we have men and women doing the same jobs, their rates of pay are the same.

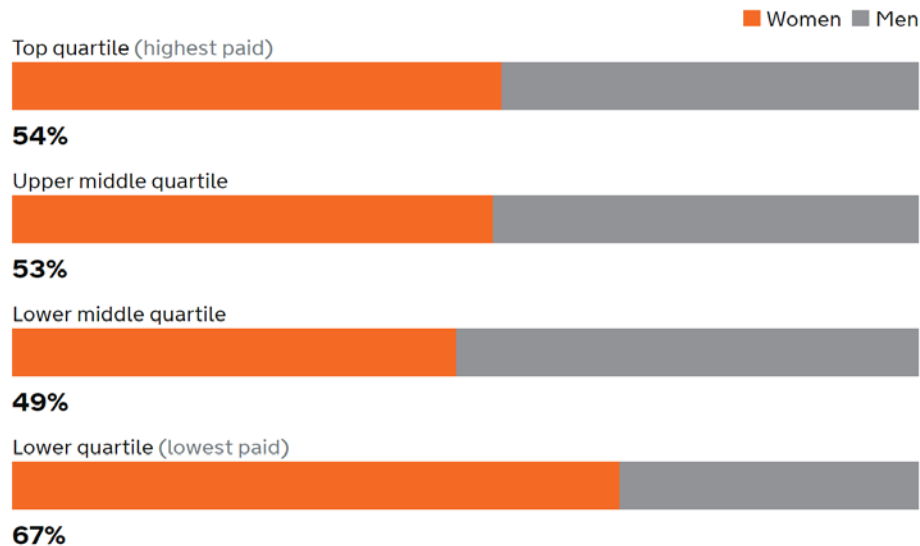
At GAIL's our **MEAN** gender pay gap is **-4%**.

Women's mean hourly rate is 4% higher than men's, when comparing mean hourly rates, women earn £1.04 for every £1 that men earn.

At GAIL's our **MEDIAN** gender pay gap is **0%**

In other words when comparing median hourly rates, women earn the same as men.

Proportion of men/women in each quartile



At GAIL's who received bonus pay

47% of women

53% of men

GAIL's difference in bonus pay

Women's mean bonus pay is **55% higher** than men's

Women's median bonus pay is **18% higher** than men's

We have a significant number of our highest paid roles carried out by a high proportion of women, additionally, the bonus gap is a reflection of the higher proportion of woman in senior roles.

GAIL's Bakery is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. The information above is based on the requirement date of 5th April 2017.