

GAIL's Gender Pay Gap Report

At GAIL's we CARE ABOUT EACH OTHER and want to ensure all our Breadheads feel they are paid fairly for the role they undertake in GAIL's continuous growth and success.

What is *Gender Pay Gap Reporting*?

A statistical report of various figures about GAIL's gender pay gap.

This means looking at the difference between men's average pay and women's average pay across the whole of GAIL's.

The report does not look at equal pay for men and women.

Why do GAIL's do the *Gender Pay Gap Report*?

In 2017 it became a legal requirement for any business with over 250 employees to publish data on their gender pay gap.

At GAIL's we employ over 600 Breadheads and not only do we need to share this information with you, but we want to. As we continuously evolve we aim to be able to bridge any gender pay gap there may be.

How many male and females are in GAIL's:



The results:

1. Difference between mean pay of men and women:

The difference between the average pay of men and women in GAIL's.

MEN (£)	WOMEN (£)	2018 GENDER PAY GAP %	2017 GENDER PAY GAP %	GENDER PAY GAP DIFFERENCE (17-18)
9.60	9.57	0%	- 4%	+4%

Gender Pay Gap has reduced from -4% in 2017 to 0% in 2018

All our pay is based on job role and not gender and have seen an equal pay value for both men and women in 2018.

2. Difference between median pay of men and women

Looking at all men's pay and selecting the middle value, looking at all women's pay and selecting the middle value. Then looking at the difference between both of these.

MEN (£)	WOMEN (£)	2018 GENDER PAY GAP %	2017 GENDER PAY GAP %	GENDER PAY GAP DIFFERENCE (17-18)
8.50	8.50	0%	0%	0%

We have remained consistent across our median pay for men and women in the business with a 0% GPG.

3. Difference between mean bonus of men and women

The difference between the average bonus of men and women in GAIL's.

MEN(£)	WOMEN (£)	2018 GENDER PAY GAP %	2017 GENDERPAY GAP %	GENDER PAY GAP DIFFERENCE (17-18)
2,312	2,148	7%	-55%	48%

We have seen a reduction in the Gender Pay Gap between the mean bonus of men and women. We believe this shift comes from an increase in the internal promotion of our refer a friend bonus scheme with an increase from 5 referrals in the Gender Pay Gap 2017 to 38 in Gender Pay Gap 2018. Out of those 38 receiving a refer a friend bonus, 68% were men.

In addition, a higher proportion of bonus was captured in 2018 of support teams who were predominately female.

4. Difference between median bonus of men and women

Looking at all men's bonus and selecting the middle value, looking at all women's bonus and selecting the middle value. Then looking at the difference between both of these.

Men (£)	Women (£)	2018 GENDER PAY GAP %	2017 GENDERPAY GAP %	GENDER PAY GAP DIFFERENCE (17-17)
984	645	34%	-18%	-16%

The reason for this shift is due to an increase in men receiving a bonus creating a wider range for the median value to be taken from.

5. Proportion of men and women that receive bonus

Percentage of men and women who received a bonus.

MEN 2018	WOMEN 2018	MEN 2017	WOMEN 2017
15%	20%	21%	15%

6. Proportion of men and women in each pay quartile

All GAIL's employees split into four quadrants based upon their hourly pay; Lower Quartile, Lower Middle Quartile, Upper Middle Quartile and Upper Quartile. Then the percentage of men and women in each quadrant.

