



GENDER PAY GAP REPORT 2019

At Green Label Foods Ltd, our people are at the heart of our family run business. We are proud to have a diverse and modern team working alongside us to provide a quality service to all our customers.

We are committed to equal pay for our employees and understand our legal and moral obligations in accordance with the Equality Act 2010. Under this legislation UK businesses employing upwards of 250 employees are required to disclose their Gender Pay Gap.

Mean and Median Hourly Difference

The mean pay gap is the difference between average hourly earnings and of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. This is achieved through listing all the salaries from lowest to highest and picks the middle most salary.

	2019
Mean gender pay gap in hourly pay	10.2%
Median gender pay gap in hourly pay	4.6%

Bonus Summary

	2019
Proportion of male relevant employees with bonus pay	70.2%
Proportion of female relevant employees with bonus pay	67.2%
Mean gender pay gap in bonus pay	11.6%
Medial gender pay gap in bonus pay	2.8%

Quartile Summary

This shows the proportion of male and female employees in the lower, lower middle, upper middle, and upper quartile pay bands.

	Men	Women
Lower quartile	52.1%	47.9%
Lower middle quartile	60.5%	39.5%
Upper middle quartile	68.1%	31.9%
Upper quartile	67.2%	32.8%

At Green Label Foods Ltd we believe that everyone should have the same opportunities, and this is reflected in our pay and bonuses provided during the year. We have an imbalance in the ratio of men to women, although our hourly pay rates are the same, irrespective of age, gender, race or any other factor.

Whilst there are areas where progress has been made, we identify the business requires a sustained over a long term period, and continue to work towards this long term goal.

Green Label Foods Ltd continue to review and monitor it's flexible working opportunities, recruitment and other Company procedures in place, to help support a reduction in our gender pay gap, moving forward focusing on upper middle quartile and upper quartile areas.

Geoff Buchanan
Group Director