



**BBF (Hull) Ltd**

**2018**

**Gender Pay Gap  
Report**





## BBF (Hull) Ltd - UK Gender Pay Gap Report 2018

BBF (Hull) Ltd is one of the UK's leading ambient cake and chilled desserts manufacturers of retailer own label, licenced and branded cakes, employing over 900 people in the UK.

The UK Government's Gender Pay Gap legislation requires that all companies in the UK with more than 250 employees to publish their gender pay gap on an annual basis.

Our overall mean gender pay gap for 2018 is 8.86%. This is considerably lower than the national average of 17.1% (ONS 2018) and the published 2017 UK Manufacturing sector average (13.3%).

Our median gap is 7.72%, again significantly lower than the UK average of 17.9% (ONS 2018).

On 5 April 2018, BBF employed 901 people, 486 males and 415 females. To help explain the data, it is important to understand that 93% of roles within our business are within our bakery environment, the teams are paid the same rate according to their job role, with no difference between men and women. Of the bakery based roles 56.6% of employees are male, compared to 20% in our office environments.

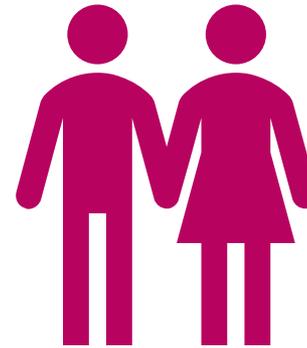
The main driver to our gender pay gap arises from an unequal distribution of men and women across the bakery roles. When analysing our quartiles there is a correlation between the highest percentage of women falling into the lower quartile and the lowest percentage of women being in the upper quartile.

We believe the disposition in our quartiles is due to a historic over representation of men in certain roles within our manufacturing facilities. Skilled operatives, managerial roles and roles that attract premium pay rates for working unsocial hours, are predominately occupied by males. This is indicative of the manufacturing industry and whilst we have implemented a number of initiatives to reduce the gender pay gap, it will take time for opportunities to become available to allow enough women to progress or be recruited into these roles to have a significant positive impact on our quartile split and overall gender pay gap.



## Our Gender Pay Statistics

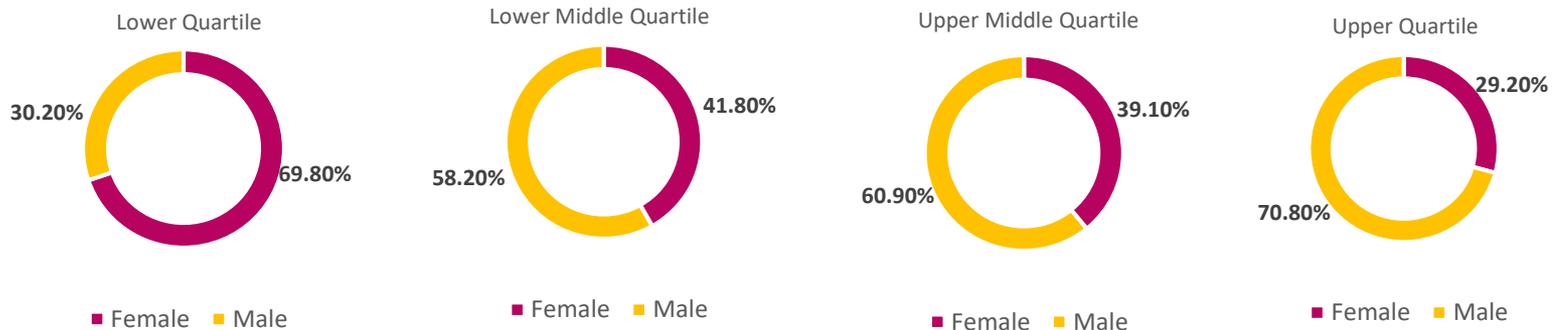
|                | BBF Limited |
|----------------|-------------|
| Mean pay gap   | 8.86%       |
| Median pay gap | 7.72%       |



In 2018 there were no bonuses awarded to men or women

The gender pay gap within BBF is significantly lower than the 2018 UK national mean average, 17.1% and the 2017 UK manufacturing sector average of 13.3% (ONS 2018).

## Pay quartiles – proportion of employees from each gender in each pay quartile



- In the upper 3 quartiles more men are employed than women, conversely, more women are employed than men in the lower quartile, this is a significant factor in our gender pay gap.
- It is important to note that men and women to receive the same payment for doing the same or similar jobs, and we have a grading system in place to ensure this.

Our analysis shows that the gap is mainly driven by;

- Career and lifestyle choice – our male colleagues are more likely to choose to work shifts at times which attract premium rates of pay.
- A lower proportion of females than men are employed in the higher hourly paid bakery roles.
- There is an under representation of females in managerial roles within the bakery.



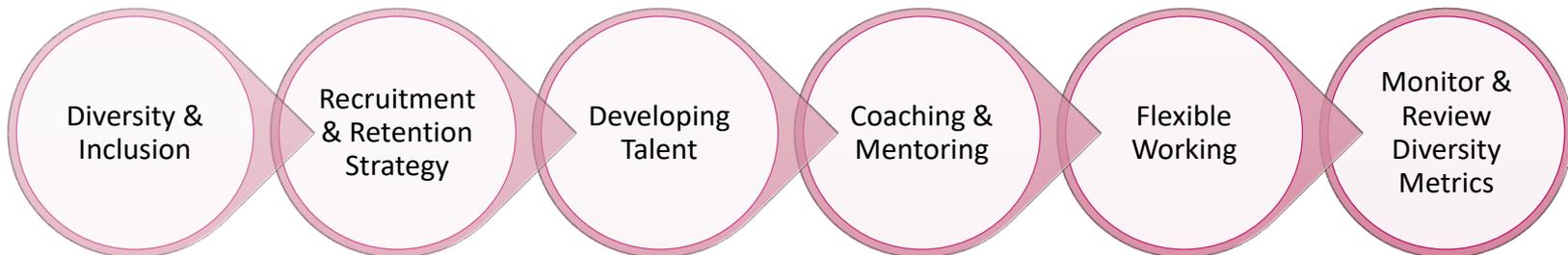
## Reducing the gender pay gap

The senior leadership team at BBF are committed to reducing our gender pay gap. We are committed to building a diverse and inclusive workforce.

A number of initiatives are being implemented to promote gender equality in our business, focusing on removing the barriers to women being recruited into and progressing into, skilled, managerial and senior roles within our business.

These initiatives include gender based training programmes, reviewing our approach to flexible working, continuing to focus on gender diversity in our entry level recruitment and using talent management programmes to develop and engage high-potential females for senior roles.

BBF recognises that diversity within our workforce significantly contributes to our business performance and in making BBF a great place to work. We will remain committed to closing the gap.





I confirm that the information and data reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

Handwritten signature of Jonathan Lill.

Jonathan Lill  
Chief Executive Officer

