



Bright Blue Foods Ltd

2018

**Gender Pay Gap
Report**





Bright Blue Foods Ltd - UK Gender Pay Gap Report 2018

BBF is one of the UK's leading ambient cake and chilled desserts manufacturers of retailer own label, licenced and branded cakes, employing over 500 people across 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.

In our second report, with data taken from 5 April 2018, we have seen a slight reduction in our gender pay gap and we continue to be under the national average.

Our overall mean gender pay gap for 2018 is 4.8%, which is a slight improvement on 4.9% from the previous year. Additionally, this is significantly lower than the national average of 17.1% (ONS 2018) and the published 2017 UK Manufacturing sector average (13.3%).

Our median gap is 1.7%, versus 1.8% in 2017, again significantly lower than the UK average of 17.9% (ONS 2018).

On 5 April 2018, BBF employed 503 people, 350 males and 153 females. To help explain the data, it is important to understand that 83.3% of roles within our business are based in our bakeries, the teams are paid the same rate according to their job role, with no difference between men and women. Of the bakery based roles 72.9% of employees are male, compared to 49.3% in our office environments.

As reported last year, our gender pay gap arises from an unequal distribution of men and women across the organisation. 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. As such, across our bakeries we have been working to recruit more females, but also focussing on developing our female employees, to enable them to progress and reach the skilled and senior roles within our bakeries. The percentage of women in the upper middle quartile has doubled from 13.9% to 29.6% from April 2017 to April 2018. However, with a low employee turnover rate, it will take time for opportunities to become available to allow enough women to progress to have a significant positive impact on our quartile split and overall gender pay gap.

The same influences our gender bonus pay gap. While a slightly higher proportion of women actually receive bonus payments, those in Senior Executive roles are predominately men, these roles attract the highest value bonuses and therefore we see a 75% gap in the mean gender bonus. The data for the bonus gender pay gap is also influenced by the relatively small bonus population, which amplifies the differential.



Our Gender Pay Statistics

	2017	2018
Mean pay gap	4.9%	4.8%
Median pay gap	1.8%	1.7%

- UK mean average 17.1%
- UK median average 17.9%
- 2017 UK manufacturing sector average 13.3%

*ONS (2018)

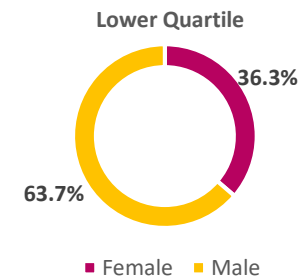
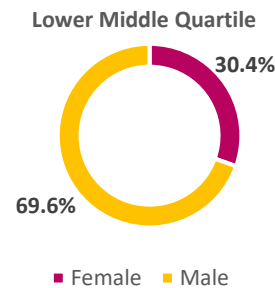
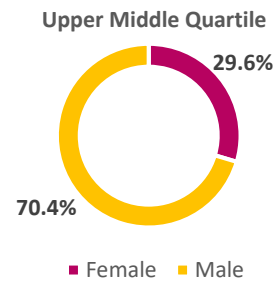
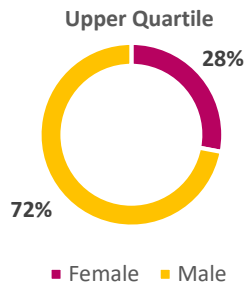
	2017	2018
Mean bonus gap	N/A	75.8%
Median bonus gap	N/A	0%



4% of males received a bonus

4.5% of females received a bonus

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



- In all quartiles more men are employed than women, this is a key driver to 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.
- The quartile split demonstrates that women are over represented in lower paid, unskilled roles, where as men are over represented in skilled operational roles, that attract higher rates of pay.
- Another significant factor contributing the gap is the number of males in hourly paid roles that attract higher rates of pay through shift premiums, for working during unsociable hours, namely at night.
- The gap is further augmented by the number of males occupying managerial and senior roles.



Reducing the gender pay gap

The senior leadership team at BBF are committed to reducing our gender pay gap.

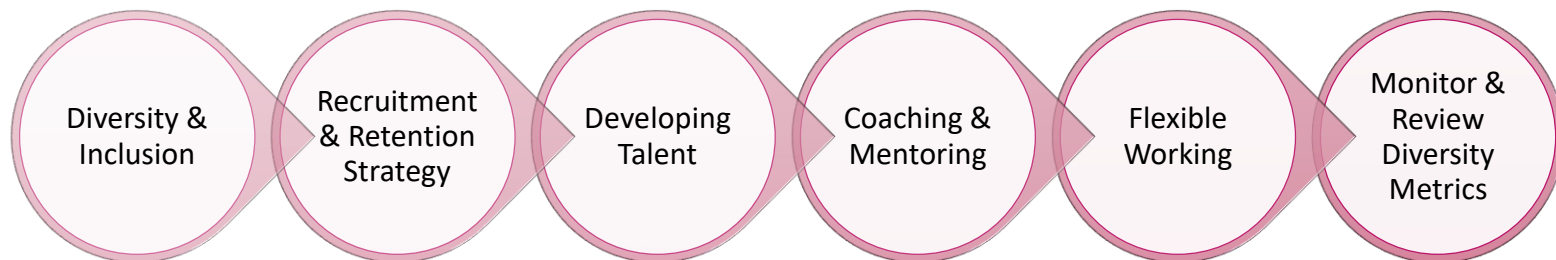
We are committed to building a diverse and inclusive workforce, a number of actions have been and will continue to be taken to promote gender equality in our business.

Since our first report, 12 months ago, we have made progress through our recruitment strategy in recruiting and retaining more female employees within BBF. Additionally we have started on our journey to identifying, developing and promoting female talent within our business.

However, we recognise that we must now focus on initiatives to take away 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 further.





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.

Jonathan Lill
Chief Executive Officer

