



Bright Blue Foods Ltd

2017

Gender Pay Gap Report





BBF Ltd UK Gender Pay Gap Report 2017

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

As an employer with over 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are pleased to report that the gender pay gap within BBF demonstrates our commitment to fostering an inclusive environment and emphasising equal opportunity for all our employees. 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, particularly in our upper middle quartile over the next few years.

Our gender pay data

Whilst we have 350 employees in Poland and 1000 employees in our recently acquired cakes and desserts facility in Hull, this report summarises our Gender Pay Gap (the difference in average earnings between men and women across all roles) based upon the 334 male and 140 female relevant employees employed within BBF UK on 5 April 2017.

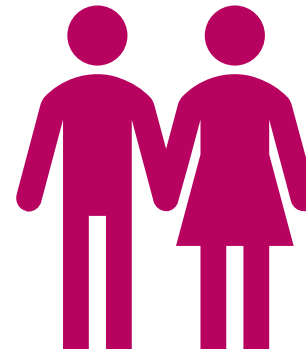
To help explain the data, it is important to understand that 77.6% of roles within our business are based in our bakeries, the teams are paid the same rate according to their job role, with no difference between men and women. Of the bakery based roles 73.4% of employees are male, compared to 61% in our office environments.





Our Gender Pay Statistics

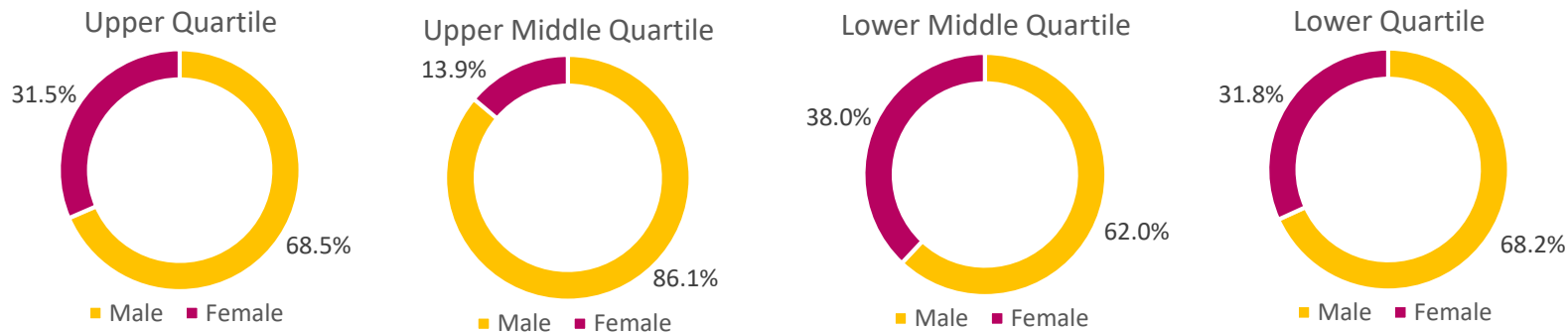
	BBF Limited
Mean pay gap	4.9%
Median pay gap	1.8%



In 2017 there were no bonuses awarded to men or women

The gender pay gap within BBF is significantly lower than the UK national mean average, 12.3% and the UK national median average, 10.6% (as at 01/03/2018 gov.uk).

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



In all quartiles more men are employed than women, whilst a gender pay gap is evident in each quartile it is proportionate to this, with the exception of the upper middle quartile. Our analysis of this shows that the gap in this quartile 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 – skilled operative & team leader roles.



Next steps

Whilst we are well ahead of the national average there still remains a gender pay gap within BBF, particularly within the higher hourly paid bakery roles. Through the continuation of the actions below our leadership team are committed to reducing the current gender pay gap.

Recruitment & Retention Strategy

- BBF are committed to attracting, recruiting & retaining the best talent for the business, ensuring gender is never a factor in decisions.

Opportunity for all

- We will ensure that opportunities are available for all, based on aptitude and ability.

Enabling flexibility

- We will continue to build an inclusive culture, supporting and promoting flexible working where possible.





We confirm that the information reported
is accurate and in accordance with the
Equality Act 2010 (Gender Gap
Information) Regulations 2017

A handwritten signature in black ink, appearing to read 'J Lill', enclosed within a simple rectangular border.

Jonathan Lill
Chief Executive Officer

