

JACKSONS

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*Gender Pay Reporting*

# Gender Pay Report- *As at April 2017*

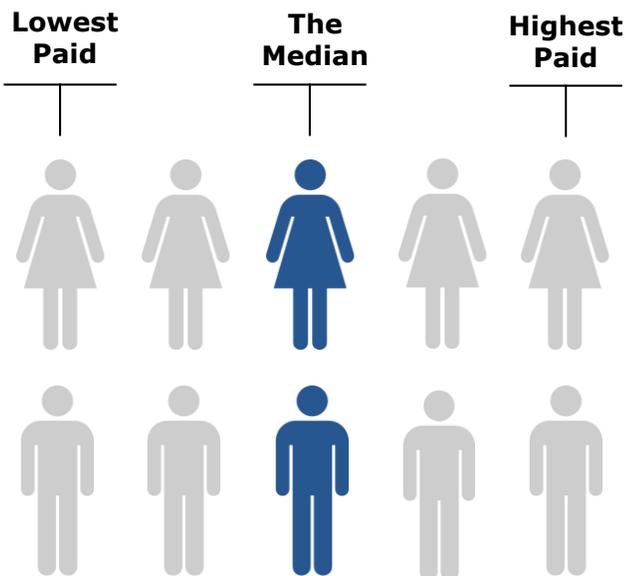
As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At Jacksons we believe strongly in job opportunities for everyone regardless of their gender. We are **committed** to balancing our gender representation and supporting all colleagues in the workplace.

Our mean pay gap is **7.2 %** which is well below the national average of **18.1%**

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**410 EMPLOYEES ON**  
**5 APRIL 2017**

## HOW DO WE WORK OUT OUR GENDER PAY GAP?

If we stood everyone who works at Jacksons in two lines, one for women and one for men, arranged from the lowest paid to the highest paid, the **median** pay gap compares the pay of the male in the middle of his line with the female in the middle of her line.

Different jobs pay differently and the number of men and women doing various jobs differs too and a gender pay gap exists.

The **mean** gender pay gap shows the difference in average hourly rate of pay between men and women.

**This is very different from equal pay, which is the difference in pay between men and women who carry out the same job or similar jobs.**

Hourly pay gap	
<i>Mean hourly pay gap</i>	7.2%
<i>Median hourly pay gap</i>	12.3%
Bonus pay gap	
<i>Mean bonus pay gap</i>	18.3%
<i>Median bonus pay gap</i>	0.0%

Hourly pay quartiles	Male	Female
<i>Upper (highest paid)</i>	83.3%	16.7%
<i>Upper middle</i>	84.2%	15.8%
<i>Lower middle</i>	76.8%	23.2%
<i>Lower (lowest paid)</i>	76.0%	24.0%
<i>Total*</i>	80.1%	19.9%

Proportion of employees who received bonus pay	
<i>Male</i>	74.5%
<i>Female</i>	77.6%

The food manufacturing industry on the whole employs *fewer* women than men and historically this has been the case at Jacksons. However, in the last 10 years, through natural progression, flexibility and a greater awareness of gender equality we have seen this balancing out. We still have some work to do but are confident gender equality is already part of our culture. We encourage flexible working where possible, promote colleagues on merit regardless of gender. We also encourage our managers to take unconscious bias training to ensure talented female colleagues are encouraged and enabled to progress into more senior roles.

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