

Banham Poultry Limited

Gender Pay Gap Statement

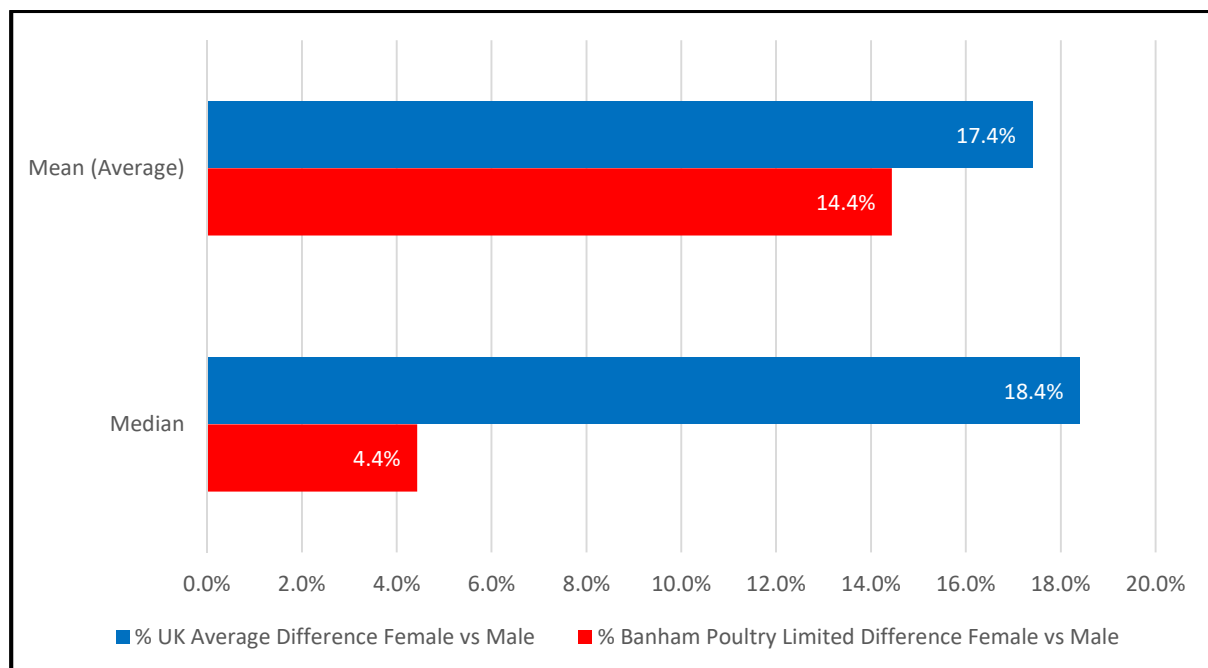
Banham Poultry Limited is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and to publish this information.

Background

In calculating the Gender Pay Gap, we have taken our payroll information from April 2017 and carried out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing the data of individual employees.

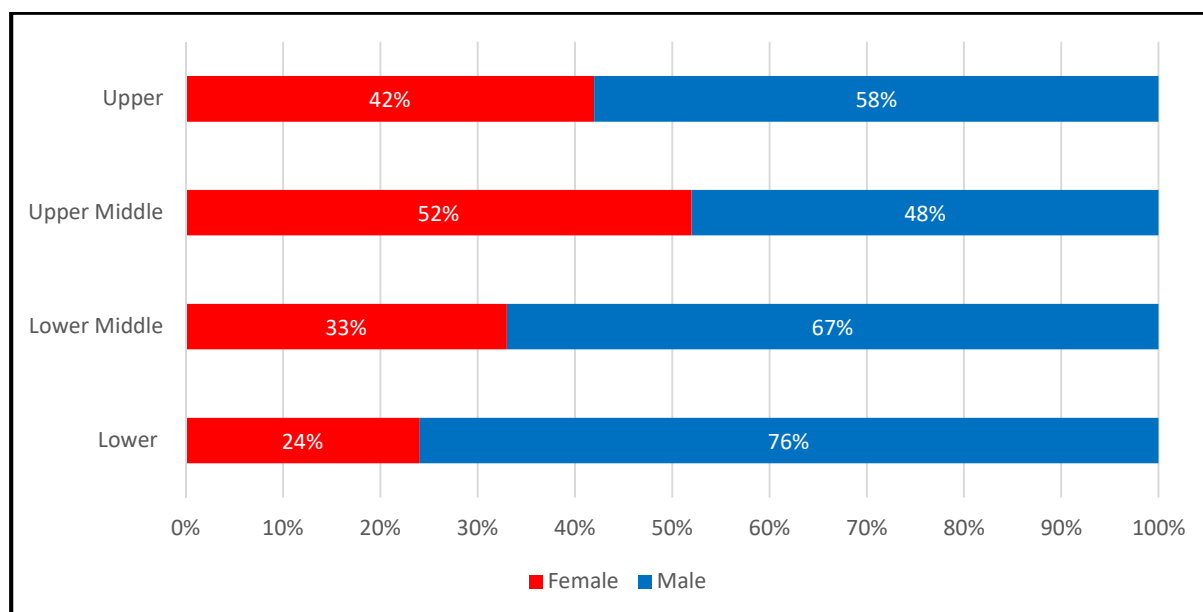
We use these results to assess the levels of gender equality in our workplace, the balance of male and female employees at different levels and how effectively talent is being maximised and rewarded. The challenge within our organisation and across Great Britain is to eliminate any gender pay gap that cannot be justified. It is important to recognise that a gender pay gap does not in itself denote inequality or unlawful discrimination and we are confident that women and men are paid equally for doing the equivalent jobs across our business.

Our Reporting Figures compared to the UK average



Mean Bonus Pay Gap 0%
Median Bonus Pay Gap 0%
Males receiving Bonus Pay 0%
Females receiving Bonus Pay 0%
(no bonus payments made to staff)

Quartile Distribution Male/Female



Workforce

We are pleased that Banham Poultry Limited already has a number of females in senior roles within the business from the Board through to Executive Team; Senior Team and Middle/Junior Management. We actively encourage staff to progress within the organisation and recruit females at all levels across the business.

Pay Gap

Banham Poultry Limited completed an exercise in 2016 to ensure that staff were allocated to a grade and within that grade there are certain salary parameters and whilst we are pleased that our pay gap figures are significantly lower than the UK average we do understand there is further work that can be done to reduce the gap. The evaluation of roles and grades will continue to be a priority for us.

We are committed to undertaking regular pay reviews across all levels and will take action to address any inequality should it arise or be brought to our attention, whether or not (in fact) such inequality is on the grounds of gender or, as the case may be, any other protected characteristic.

Bonuses

Banham Poultry Limited has not paid a bonus to staff in the last 12 months which explains the Nil return.

Sarah Foulger
Managing Director

4th April 2018