

# Muntons plc – Gender Pay Gap Reporting

## Introduction

Following the introduction of new regulations, employers with 250 or more employees must publish specific figures about their gender pay gap by 4 April each year.

The gender pay gap regulations differ from equal pay for men and women doing the same job as equality in this area is a legal requirement and non-compliance is unlawful.

Gender pay gap figures look at the difference in average earnings for men and women in all jobs and all levels and all salaries within the organisation. This means the gender pay gap can result from many different factors.

Muntons understands and appreciate the reasons for gender pay gap reporting and supports the idea that it will help businesses and wider society tackle the issue of gender balance in higher paid jobs.

## Reporting Muntons Gender Pay Gap

The regulations require companies to show the overall mean and median gender pay gap based on hourly rates as well as breaking this down to show gender distribution across four equally sized quartiles based on pay range.

## Understanding Muntons Gender Pay Gap

Muntons is an equal opportunities employer and pays women and men the same rate for like work.

Muntons gender pay gap (based upon earnings as at 6 April 2017) is 20.7% (mean) and 19.3% (median). The average pay gap for the whole of the UK (based on ONS figures for 2017) is 18.4%, although this falls to 9.1% where only full-time employees are included.

Muntons operates within the manufacturing sector where the average pay gap is 22% (EEF) which is more in line with our own. Manufacturing and particularly malting is an industry which is traditionally male dominated and our own current staff profile mirrors this with a 78%:22% ratio split of male to female employees (April 2017).

While terms and conditions such as flexible working and maternity provisions play a part, as do some misconceptions of the nature of some operations roles (e.g. heavy manual work), this under representation is also driven by a serious shortage of women with the skill requirements for some of the higher skilled operational roles.

This is also the result of proportionately very low numbers of women and girls studying STEM (science, technology, engineering and maths) subjects at schools and colleges. Men continue to dominate undergraduate degrees in Engineering and Technology and computer science. This is an issue both for business and society as a whole.

## Taking Action on the Gap

Unfortunately, there is no quick fix to the gender pay gap but Muntons is committed to a series of measures both short and long term to promote a diverse and inclusive workforce. In terms of gender diversity, we will focus on three key areas:

1. Increasing the attractiveness of Muntons as an employer
2. Improving diversity in the Senior management, manufacturing and engineering teams
3. Reviewing shift patterns to promote greater accessibility to manufacturing and engineering roles.

## Aspirations

We have set ourselves a series of aspirations to hit by the year 2023 to improve our gender balance in our highlighted areas alongside efforts to reduce our pay gap. These are as follows:

Female Representation	Current	By 2023
Senior management	8%	33%
Engineering	5%	15%
Manufacturing	15%	25%
Pay Gap	20	10%

## Recruitment and Employment

By July 2018, we will endeavour to ensure all interview panels will have female representation and interview shortlists will be diverse and free of unconscious evaluation bias.

We will review the careers section of our website to promote the innovative food side of the business, rather than agriculture or manufacturing. To encourage more women applicants, we will review the imagery used on the recruitment pages and in advertisements. Changes will be made to consider aspects such as what it is like to work at Muntons with an emphasis on female employees.

We already have a full flexi time system in the office. Shift patterns and working arrangements will also come under scrutiny to see whether we can make changes to encourage more female applicants. We will review and improve, our maternity policy and introduce a 'Referral' scheme; to reward employees for successful introductions.

## Leadership

To assist with career progression, we will review understanding and recognition of leadership in the workplace, with a view to providing targeted training to facilitate progression.

In order to ensure that there is no unconscious bias, appraisals and career planning will be completed. As part of this process, leadership qualities will be assessed and considered.

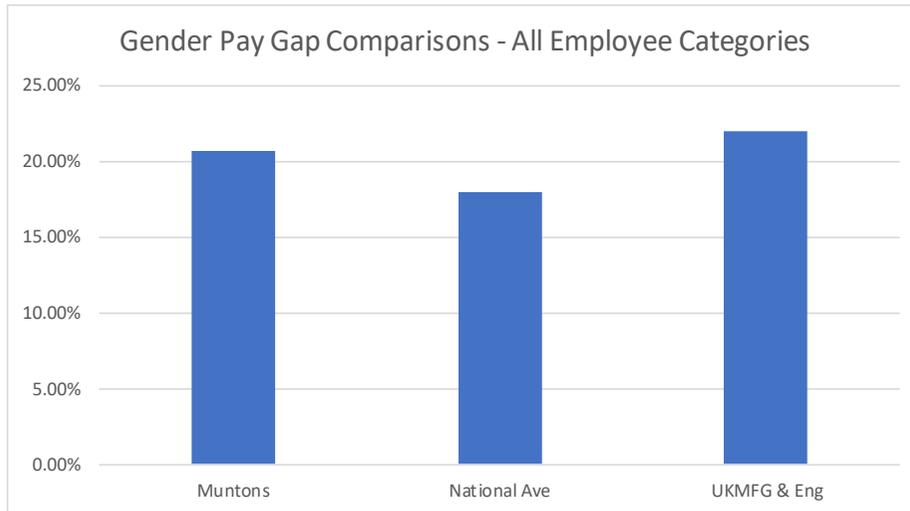
## Corporate Social Responsibility (CSR)

Muntons has committed to sponsorship of the ladies Suffolk county cricket team to promote itself toward high-level female sport. Research suggests that women who participate in sport are generally higher achievers in business thus creating a potential pipeline of future talent.

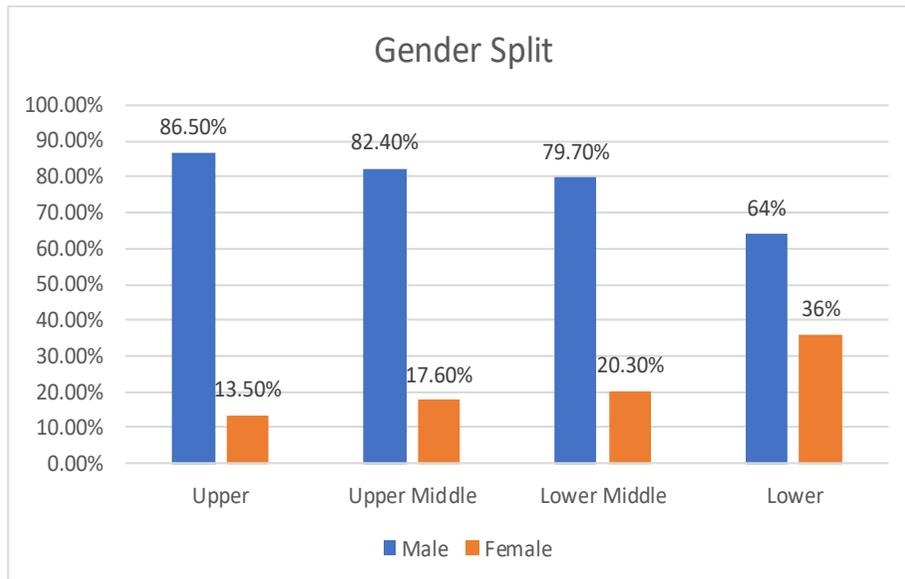
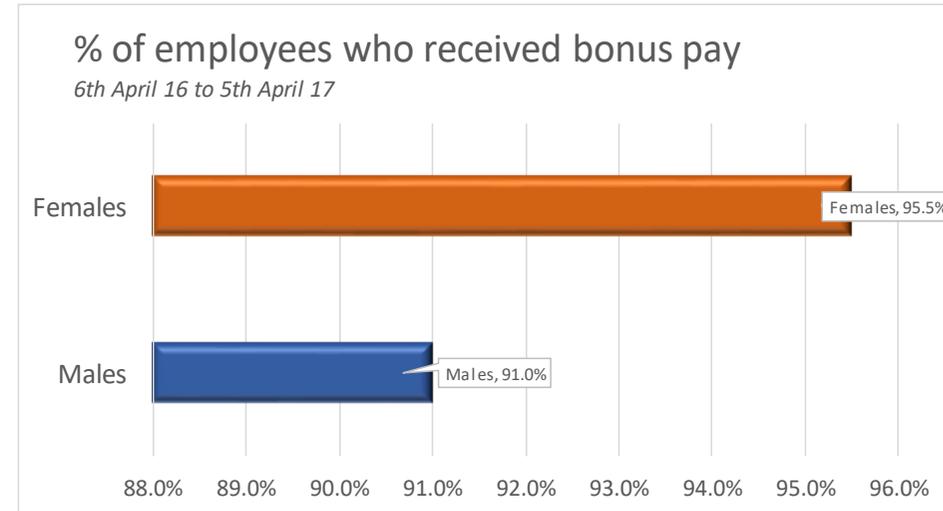
To make our business more attractive to women, we are working on an educational programme with local schools and colleges to encourage an increase in the number of female apprentices participating in stem subjects. Through this activity we also hope to encourage them to consider careers in this area.

## Muntons plc – Gender Pay Gap Reporting

### The Stats at a Glance



Muntons	National Ave	UKMFG & Eng
20.70%	18%	22%



### Average Hourly Rates of Pay - per Quartile

Quartile	Ave. Rate Per Hour
Upper	£16.74 and Above
Middle Upper	£14.05 to £16.73
Middle Lower	£10.87 to £14.04
Lower	up to £10.86