

Muntons plc – Gender Pay Gap Reporting

Introduction

The Government requires employers with 250 or more employees to 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, all levels and all salaries within the organisation. This means the gender pay gap can result from many different factors.

Muntons understands and appreciates 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 2021) is 21.5% (mean) and 17.2% (median). This shows a flat score from the 2020 results where the pay gap 21.2% mean and an increase on the median figure of 9.6% from 2020. The average pay gap for the whole of the UK (based on ONS figures for 2020) is 15.4%, although this falls to 7.9% where only full-time employees are included.

Muntons operates within the manufacturing sector where the average pay gap is generally higher than the national figures. Manufacturing and particularly malting, is an industry which is traditionally male dominated and our own current staff profile

mirrors this with a 74.3%:25.7% ratio split of male to female employees (April 2021).

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.

Recruitment and Employment

We endeavour to ensure all interview panels have female representation and interview shortlists are diverse and free of unconscious evaluation bias.

We keep the careers section of our website under review to promote the innovative food side of the business, rather than agriculture or manufacturing. To encourage more women applicants, we regularly review the wording and imagery used on the recruitment pages and in advertisements. We include 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, hybrid and remote working are now the norm. Shift patterns and working arrangements will also come under scrutiny to see whether we can make changes to encourage more female applicants. We have reviewed and improved, our maternity policy and introduced a 'Referral' scheme; to reward employees for successful introductions.

Leadership

To assist with career progression, we have reviewed our 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. In September 2020 we appointed our first female Non-Executive Director to the Board bringing a strong focus on organisational culture and engagement.

Conclusion

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. This pattern from the UK economy as a whole is reflected in the make-up of our organisation.

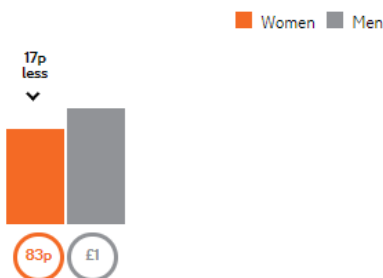
We are not happy with our gender pay gap and we are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

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The Stats at a Glance

Hourly pay gap

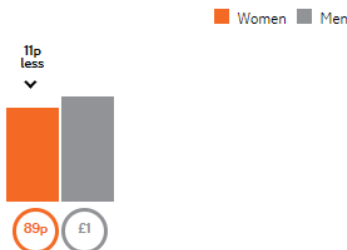
In this organisation, women earn 83p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 17.2% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 21.5% lower than men's.

Bonus pay gap

In this organisation, women earn 89p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 10.7% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 60.6% lower than men's.

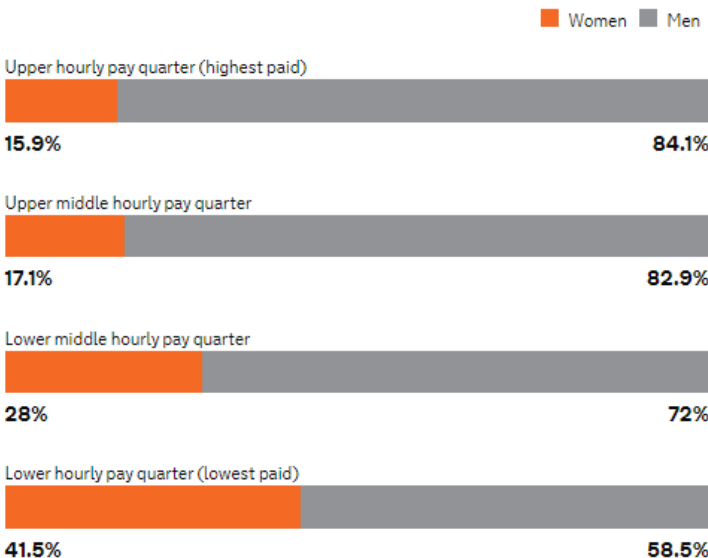
Who received bonus pay

97.6% of women

97.6% of men

The percentage of women in each pay quarter

In this organisation, women occupy 15.9% of the highest paid jobs and 41.5% of the lowest paid jobs.



Average Hourly Rates of Pay - Per Quartile

Quartile	Ave Rate Per Hour			
Upper		above		£17.85
Middle Upper		£13.73	to	£17.84
Middle Lower		£11.53	to	£13.72
Lower		up to		£11.52