



Muntons' Gender Pay Gap Report

Snapshot Date 5 April 2026

At Muntons we are committed to continuously striving to be a fair workplace where every voice matters, every generation thrives and inclusion drives our success.

Overview

Our 2025 gender pay gap results (taken at the snapshot date of 5th April 2026) show continued progress toward pay parity, with improvements across both mean and median measures compared with the previous year. These results reflect our ongoing focus on equitable pay structures and improving gender representation in higher paid roles

Our People

We employ 333 people in the UK, and the gender split is:

77% Men

23% women

The split is not out of line with our sector. Manufacturing and particularly Malting has traditionally been male dominated.

Understanding the Gap

Hourly Pay Gap

- **Mean gender pay gap: 0.97%**
- **Median gender pay gap: 3.7%**

These reductions show that pay distribution between men and women has become more balanced, with far less variation between typical male and female hourly earnings than in previous years.

Bonus Pay Gap

- **Median bonus pay gap: 19.98%**
- **Mean bonus gap: -10.1%**

This bonus data shows two different stories; the average bonus is in favour of men by 19.98% but the *typical* (midpoint) woman receives a higher bonus than the *typical* man by 10.1%

- **Bonus participation:**
 - **87.8% of women** received a bonus
 - **88.3% of men** received a bonus

Senior Leadership Representation

- **33.3% of senior managers are women**
This shows improving representation at leadership level, which supports longterm gender pay parity

How we are trying to close the gap.

We are proud to report improvements across most metrics this year, largely driven by:

- Increased female presence in the mid pay band and senior roles
- More consistent pay calibration and benchmarking
- Fewer structural outliers on the male side (i.e., fewer very high paid male roles skewing averages)

These shifts have tightened the difference in hourly pay and materially reduced the median gap for the second-year running.

Read the full report on the Government website:

<https://gender-pay-gap.service.gov.uk/employers/8724/reporting-year-2025>