

British Sugar

– Gender Pay Gap Report

Paul Kenward, Managing Director, British Sugar

I'm pleased to be publishing our updated information on how we perform on pay when it comes to gender. This is something we are legally required to do but, for me, it is also an important opportunity to reflect on the past year, what we've achieved and what more we must do to build a successful and diverse workforce.

Attracting, retaining and developing the best people remains critical to our success and part of this is encouraging everyone to achieve their potential wherever they work and whatever they do.

We have made good progress, which means our gender pay gap continues to move in the right direction. Whilst we still see the impact of our long service trends, the gap has narrowed in the past year.

Our gender make-up as a company continues to see very similar trends to other companies with a strong engineering focus, with our workforce continuing to have a high proportion of men. We have continued therefore to focus on encouraging more women to enter a career in engineering and we are pleased with the gradual increase in female employees at all sites and in senior management roles.

Reinvigorating our membership of Women in Science and Engineering (WISE) and our focus on sharing some of the career stories of our female engineers are just a few examples of our work to date which we will continue to drive.

Gender Pay Gap Reporting

At the mean, women's hourly pay rate is

13.1%

lower than that of men

At the median, women's hourly pay rate is

20.9%

lower than that of men

At the mean, women's bonus pay rate is

25.6%

lower than that of men

At the median, women's bonus pay rate is

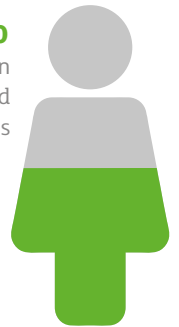
14.1%

lower than that of men

29.1%
of men received a bonus



47.2%
of women received a bonus



Proportion of men and women in each quartile

	Female	Male
Upper Pay Quartile	20.7%	79.3%
Upper Middle Pay Quartile	17.2%	82.8%
Lower Middle Pay Quartile	25.3%	74.7%
Lower Pay Quartile	36.9%	63.1%

The Gender pay gaps provide both the mean and median data. The mean is calculated by comparing the mean female pay vs. the mean male pay. The median rates are calculated by comparing the median (or middle) value for females vs. males. In all areas our figures have improved since last year.

Our diversity taskforce is chaired by Catherine Taylor (our People Director) and is committed to focusing on actions to deliver against clear priorities to ensure that men and women are treated equally and fairly when they apply to join our team and throughout their time with us as they build successful careers.

We have a strong focus on Early Careers and we continue to actively attract, recruit and develop female Apprentices and Graduates onto our development schemes. We ensure that a female manager is at every careers fair, interview, assessment centre and development centre.

We are also working on a new Emerging Talent strategy which is looking at what more we can do to attract a diverse range of people to work at British Sugar. This includes looking at our apprenticeship programme and how we evolve it to fit the needs of the future workforce.

Together with my leadership team we are committed to creating a culture where all are welcome, all contributions are recognised, and promotion is based purely on talent, regardless of gender or background.

I confirm the data and information is accurate as of 5th April 2019 and in line with the Gender Pay reporting regulation.



Paul Kenward
Managing Director, British Sugar

