

British Sugar

– Gender Pay Gap Report

Paul Kenward, Managing Director, British Sugar

Today I'm publishing our updated information on how we perform on pay when it comes to gender. Although it is something we're legally required to do each year, for me it is also an important opportunity to reflect on what we've achieved and what more we must do to build a successful, inclusive and diverse workforce.

Specifically, on gender we have continued to make good progress with the number of women working for British Sugar increasing year on year and our gender pay gap reducing.

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 join British Sugar and I am pleased with the increase in female employees in senior management roles in particular. Since April 2019 I've been delighted to welcome 77 new women to British Sugar.

We've continued to be active in our membership of Women in Science and Engineering (WISE) and I was pleased to take part in an industry wide discussion this year. Albeit virtually we also continued to support International Women in Engineering Day.

The figures outlined here are for British Sugar plc.

Gender Pay Gap Reporting

At the mean, women's hourly pay rate is

8.8%

lower than that of men

At the median, women's hourly pay rate is

22.3%

lower than that of men

At the mean, women's bonus pay rate is

51.4%

lower than that of men

At the median, women's bonus pay rate is

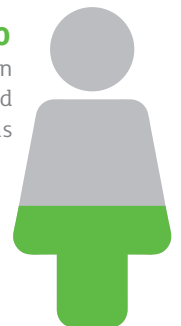
3.9%

lower than that of men

21.8%
of men
received
a bonus



37.8%
of women
received
a bonus



Proportion of men and women in each quartile

	Female	Male
Upper Pay Quartile	23.7%	76.3%
Upper Middle Pay Quartile	15.7%	84.3%
Lower Middle Pay Quartile	26.9%	73.1%
Lower Pay Quartile	34.9%	65.1%

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 inclusion and diversity group is committed to focusing on actions to deliver against clear priorities to ensure that everyone is treated equally and fairly when they apply to join our team and throughout their time with us as they build successful careers.

Together with my leadership team I hope we have demonstrated that we want to create a culture where all are welcome, all contributions are recognised, and promotion is based purely on talent, regardless of age, gender, sexual orientation, ethnicity of any other characteristic.

I confirm the data and information is accurate as of 5th April 2020 and in line with the Gender Pay reporting regulation.



Paul Kenward
Managing Director, British Sugar

