



Cerealto UK Limited

Gender Pay Gap Report 2019-2020





Introduction

Gender Pay Reporting 2019-2020



We are happy to share with you our third gender pay gap report for Cerealto UK Limited. We continue to believe it is important for all companies to be transparent about pay and to encourage progress in bridging the pay gap that exists in the UK today.

The 2019 Gender Pay Gap reporting was suspended in 2020 for 2019 statistics, however, the UK was estimated to be slightly higher than 2018 – at 8.9%, 8.6% in 2018. In Cerealto UK Limited we remain lower than the UK average.

At Cerealto UK Limited we believe that our overriding approach to recruit and promote on the basis of ability and aptitude irrespective of gender contributes to the success of our company.

This report sets out the position of Gender Pay Gap for Cerealto UK Limited.



What is the difference between Equal Pay and Gender Pay Gap



Equal pay:

Means that men and women in the same employment performing equal work must receive equal pay, as set out in the [Equality Act 2010](#).

Gender pay gap:

Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.



Our Workforce:



In the 12-month period 2019-2020 the business headcount stabilised year on year and saw internal promotions of 17 colleagues, 35% of which were female.

82% of our total workforce work within our factory, 27% being females (27:73). Although our gender balance continues to be uneven, we saw an increase of 5% female colleagues within manufacturing roles.

Our office environment shows a different picture, largely because these types of working environments tend to attract both men and women. Here the balance shifts to female (61:39), with 44% of the senior leadership roles filled by women, a number that has grown again since last year.



What does our data show?



We pride ourselves on being an open organisation and decided to publish our 2019 results voluntarily for comparison year on year.

On the next slide you will see the following information relating to Cerealto UK Limited:

- The mean and median gender pay gap
- The mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each quartile pay band

I can confirm our data contained within this report is accurate.

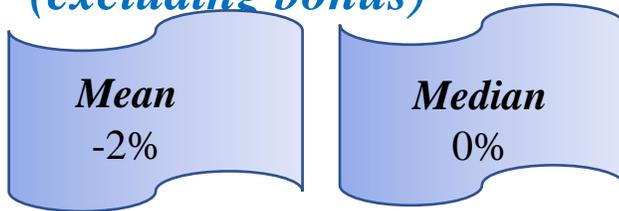
Jason England – UK Managing Director



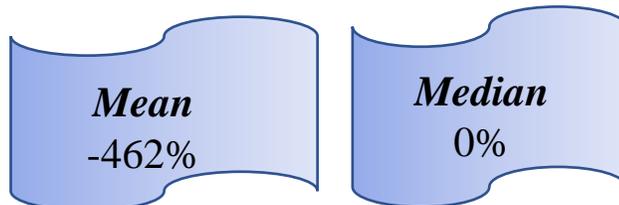
Gender Pay Reporting: 2019-2020



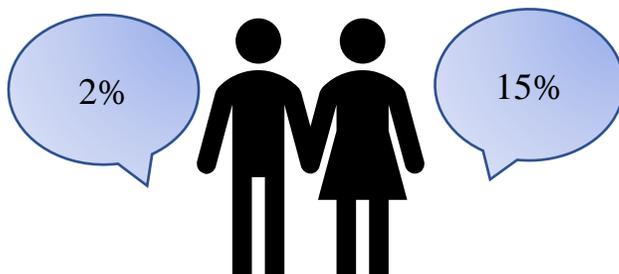
Gender pay gap (excluding bonus)



Gender bonus gap



Proportion of men and women who received a bonus



The data illustrates our mean and median** hourly gender pay gap and gender bonus gap, at the snapshot date of 5th April 2019.*

The statistics reveal that our men have slightly lower pay than our women, however, we see the gap balance at median level.

The statistics reveal that our women received significantly higher bonuses than our men this year. This is primarily driven by having a higher ratio of women in office and leadership positions attracting a higher level of pay and bonus.

*The "mean" is the "average" you're used to, where you add up all the numbers and then divide by the number of numbers.

**The "median" is the "middle" value in the list of numbers.

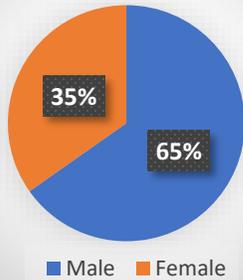


Gender Pay Reporting



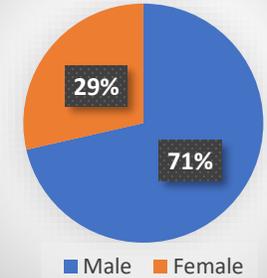
Quartile Bands

Upper quartile



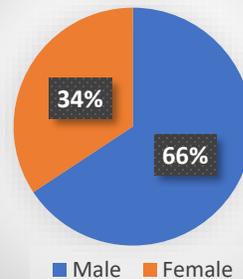
As part of the regulations we are required to show the number of colleagues by gender in each quartile of the company payroll.

Upper middle



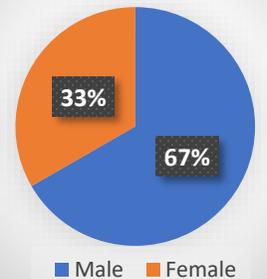
These percentages relate to the proportion of men or women in each quartile. Our overall workforce is split men and women 67:33, a slight increase in female colleagues that last year; these charts are comparable with our gender split, showing a slight imbalance in women within the upper middle quartile. This reflects the type of work and job roles within the organization that typically attracts more male applicants.

Lower middle



Our recruitment process ensures selection is based on skills and competencies required for the role without discrimination against either gender.

Lower quartile



We can confirm our men and women are paid equally for doing equivalent jobs with equivalent experience.



Benefits of Gender Diversity

