

## **Thompson & Capper Ltd – Gender Pay Reporting**

### **Introduction**

Under legislation, UK employers with more than 250 employees are required to publish key metrics on their gender pay gap. Thompson & Capper are pleased to comply with these regulations and are committed to equal opportunities in employment.

In line with the nature of our business and industry, we have traditionally attracted a high proportion of male employees, especially within our production roles. Our current employee population reflects this with around two thirds of roles being occupied by men including a high percentage of males employed in our production roles.

This gender pay gap data is a valuable tool to help understand the extent to which our own business and our industry can continue to encourage and promote a diverse workforce.

We understand that continued focus is required to increase the representation of women especially within our production facilities, which offer diverse roles suitable for all and ensure we are providing women with equal opportunities to develop and progress within the organisation. We see on-going monitoring of our gender pay gap as a critical step in achieving this aim.

### **What impacts gender pay gap at Thompson & Capper Ltd?**

As an industry and an organisation, we face a challenge to attract more women into the sector. Thompson & Capper is no different in this regard. The demographics of our workforce is the key factor in shaping our gender pay gaps. The key driving factors are as below:-

- Of our female workforce, there is proportionately a higher representation of women in the lowest paid quartile who are primarily undertaking packing roles. 57% of the lowest paid quartile is comprised of women (2018: 58%).
- There continues to be a good representation of women in our senior management / leadership positions (who sit in Band D in our pay quartiles analysis).
- The proportion of women in Band C has increased this year due to additional recruitment in senior administrative roles.

### **Thompson & Capper Ltd's 2019 gender pay gap analysis**

#### **Pay**

	<b>2019 Gap</b>
<b>Mean pay (per hour)</b>	<b>6.3%</b>
<b>Median pay (per hour)</b>	<b>2.1%</b>

#### **Number of Males and Females in each pay quartile**

	<b>2019 Male</b>	<b>2019 Female</b>
<b>Band A (lowest)</b>	42.86%	57.14%
<b>Band B</b>	95.31%	4.69%
<b>Band C</b>	76.19%	23.81%
<b>Band D (highest)</b>	65.08%	34.92%
<b>Total</b>	66.90%	33.10%

**Bonus**

	<b>2019 Gap</b>
<b>Mean bonus</b>	<b>-65.6%</b>
<b>Median bonus</b>	<b>18.7%</b>

	<b>2019 Male</b>	<b>2019 Female</b>
<b>Proportion that received bonus</b>	83.7%	71.3%

The eligibility rules for bonus awards are identical for male and female employees.

**Continued Monitoring**

While our mean gender pay gap at 6.3% is significantly better than the national average of 18.1%, we are committed to regular analysis and monitoring of pay where we will continue to work to remedy any gap that we have.

While it is inevitable that there will be a gap (either in favour of men or in favour of women), this data will be helpful to us in:

- Addressing any levels of gender inequality in our workplace.
- Understanding the balance of males and females at different levels and functions.
- Identifying appropriate actions to promote diversity.

We are confident that equally experienced and qualified men and women at Thompson & Capper are paid equally and all employees have equal opportunity for development. We always encourage a diverse range of applicants for new roles and all internal appointments are based on merit.