



Martins Craft Bakery Limited Gender Pay Gap Report and Supporting Statement

From 4th April 2018 we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data. We have used data from 1/4/16 - 31/3/17.

Our company structure is split between manufacture and retail, the majority of our staff being employed in retail. This structure is responsible for the gender pay gap figures reported below.

The majority of our manufacturing jobs are full-time posts where we have a 50% split of female and male. We pay a premium on night shift and early shift; these jobs are predominately held by male employees.

A large proportion of retail staff hold part-time positions and are predominantly held by female employees. This is not as a result of our recruitment policy, but a reflection of the mix of application numbers.

Our manufacturing mean gender pay gap is 9.3%
Our retail mean gender pay gap is -12.5%

Results

Mean pay gap = 19.4%

Median pay gap = 12.4%

Mean bonus gap = 56.1%

Median bonus gap = 0.0%

Proportion of different genders receiving bonus payment = 1.9% Male 0.8% Female

Proportion of different genders in lower quartile = 9.7% Male 90.3% Female

Proportion of different genders in lower middle quartile = 2.8% Male 97.2% Female

Proportion of different genders in upper middle quartile = 15.3% Male 84.7% Female

Proportion of different genders in upper quartile = 43.8% Male 56.2% Female

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