

Martins Craft Bakery Limited Gender Pay Gap Report and Supporting Statement

We are an employer 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 are required to publish the results on our own website and a government website.

We have used data from 1/4/17 - 31/3/18.

Results

Mean pay gap = 19.0%

Median pay gap = 3.8%

Proportion of different genders in lower quartile =	16.9% Male	83.1% Female
Proportion of different genders in lower middle quartile =	15.6% Male	84.4% Female
Proportion of different genders in upper middle quartile =	7.8% Male	92.2% Female
Proportion of different genders in upper quartile =	41.8% Male	58.2% Female

Our business has two very distinct areas: manufacturing and retail. In retail we employ 12 men and 198 women. In manufacturing we employ 48 men and 52 women.

Our manufacturing mean gender pay gap is 13.8%

Our retail mean gender pay gap is (31.7%)

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