

Introduction

At **JF Renshaw Ltd** people are at the centre of everything we do and we have long been committed to eliminating discrimination and encouraging diversity amongst our workforce, where anyone can reach their full potential. As an employer we welcome the reporting of the gender pay gap across large employers, being open and transparent about such subjects will encourage not only ourselves but others to make progress in bridging these gaps.

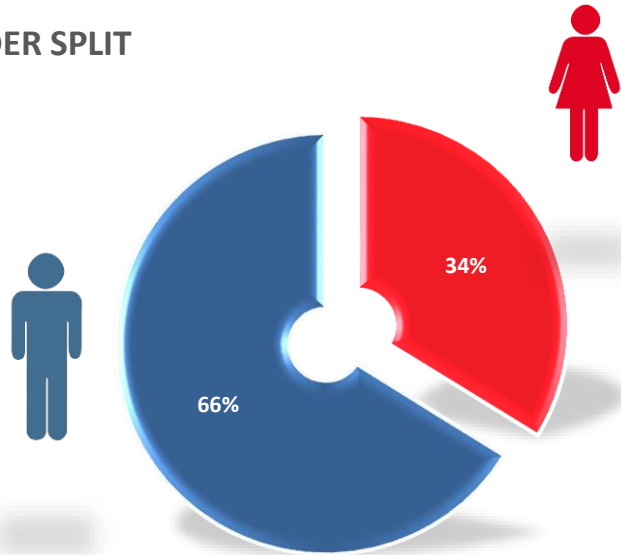
From April 2017, all organisations that employ over 250 employees are required to report annually on their Gender Pay Gap, which is defined as the relative difference in the average gross hourly earnings of women and men.

As a Food Manufacturer, more than 70% of our colleagues work within our factory, where 79% of the workforce is male. This is in line with the latest ONS data however, overall, it does mean that there is a gender imbalance.

Our Workforce

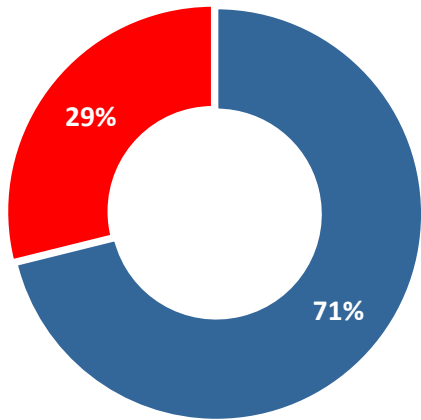


GENDER SPLIT



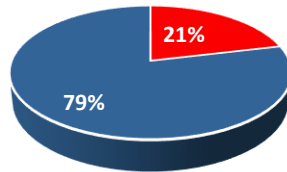
In 2017, JF Renshaw's gender split was 70% male, 30% female

POPULATION BY FUNCTION

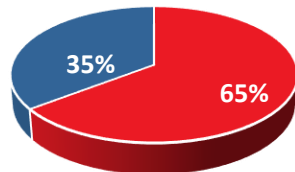


■ Production ■ Support

Gender Split - Production

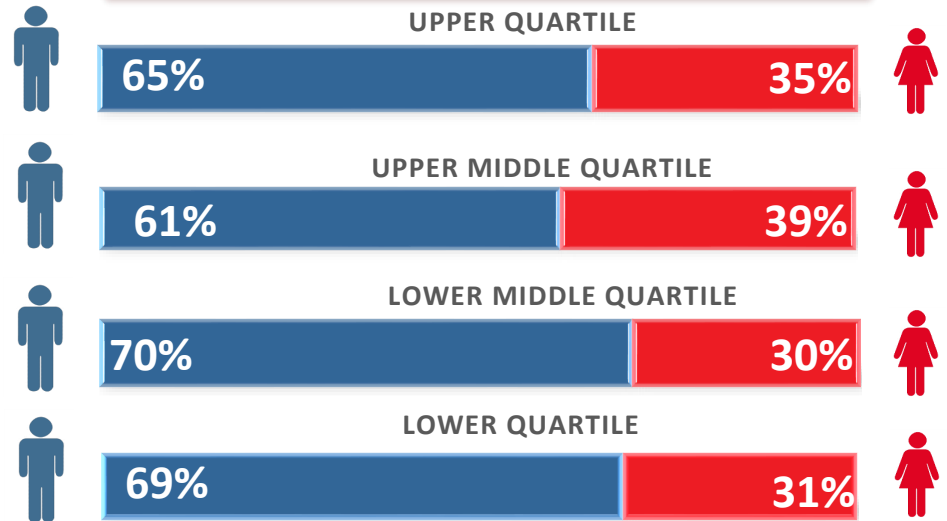


Gender Split - Support



■ Females ■ Males

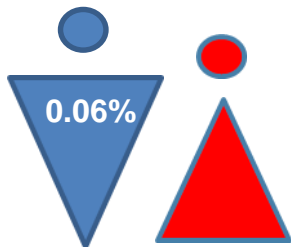
POPULATION BY PAY QUARTILES



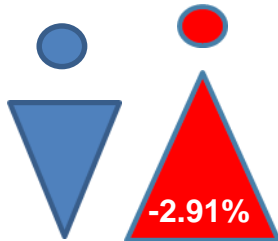
Real Good Food plc
 Cake Decoration • Food Ingredients • Premium Bakery

Our Gender Pay Gap

GENDER PAY GAP

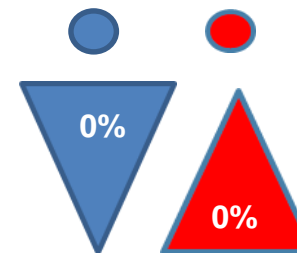
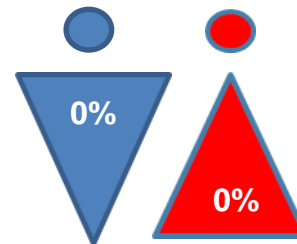


The **mean pay** for men is **0.06% higher** than that of women.



The **median pay** for women is **2.91% higher** than that of men.

GENDER BONUS PAY GAP

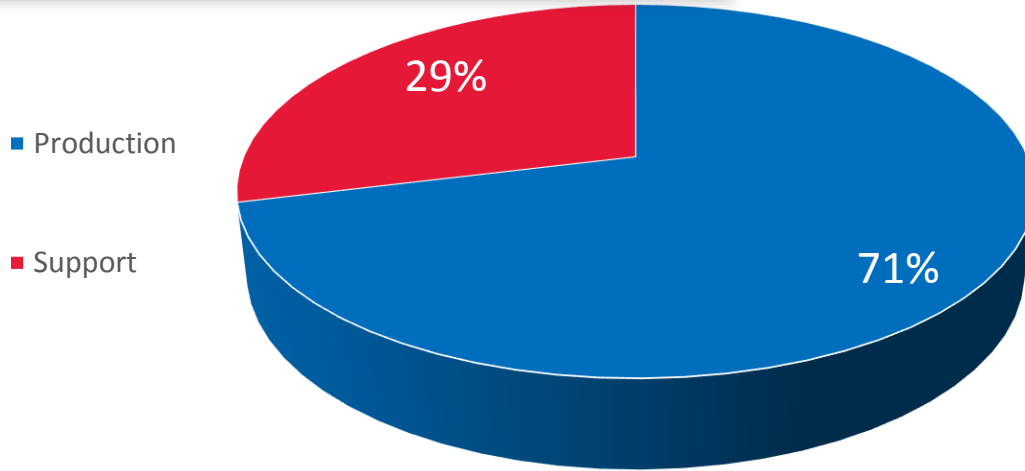


There has been **no bonus** paid at JF Renshaw Ltd for the previous 4 years.

In 2017, the mean pay for men was 5.01% higher than that of women. The median pay was equal at 0%.

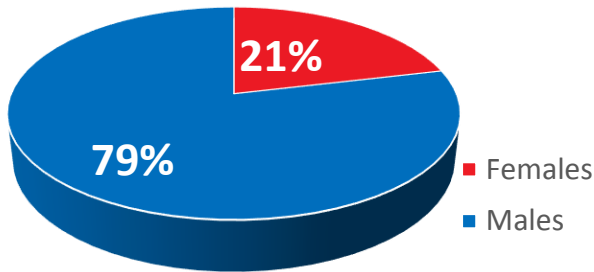
Gender Split – Operations v Support Roles

OVERALL SPLIT – OPERATIONS V SUPPORT

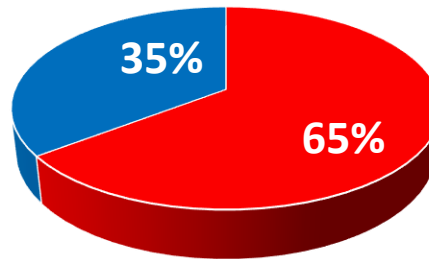


This data is broken down into Operational functions which include Production, Technical, Warehousing and Engineering, and the Support functions which include Finance, HR, R&D and other administrative functions

GENDER SPLIT - OPERATIONS

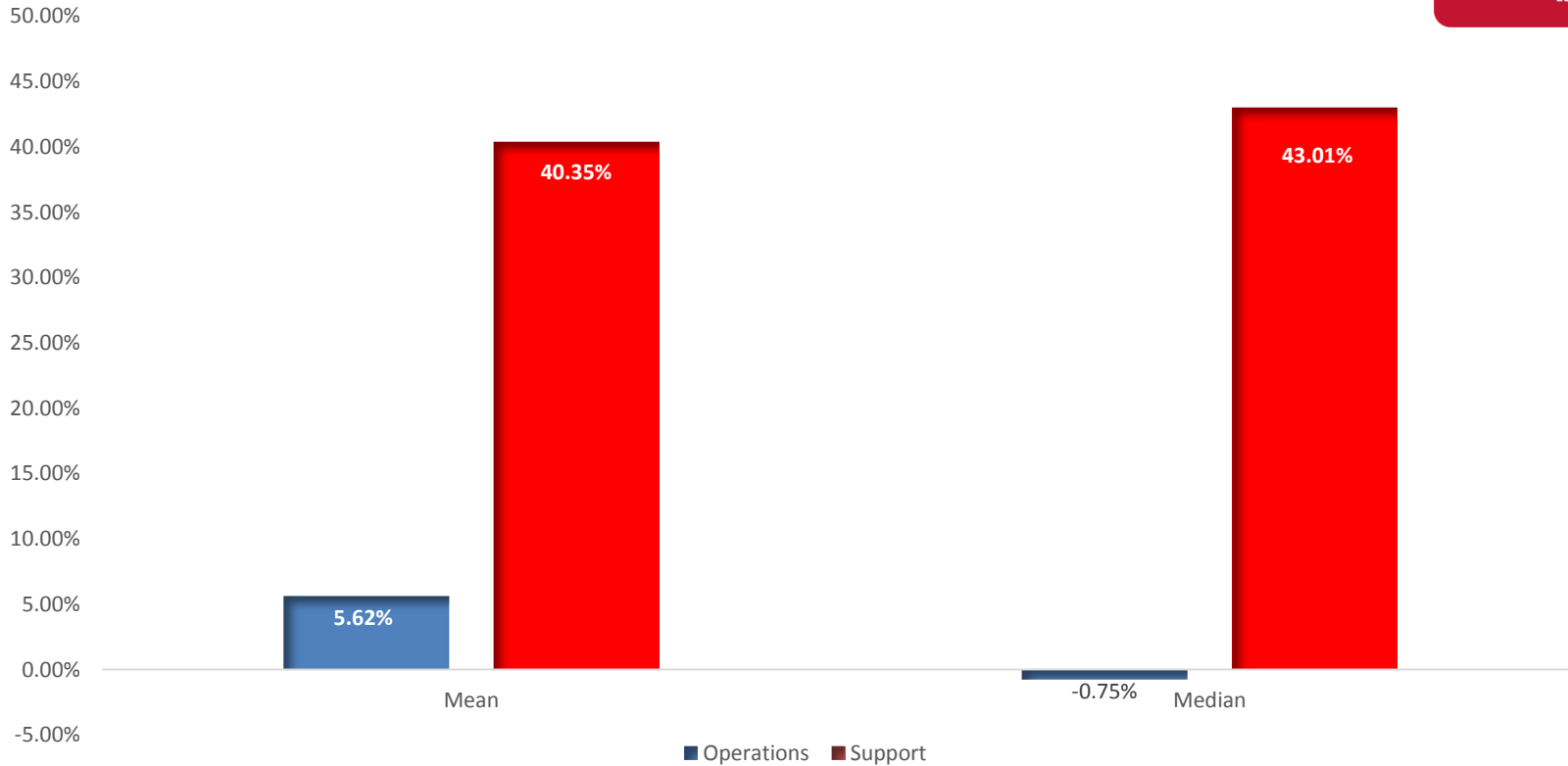


GENDER SPLIT – SUPPORT FUNCTIONS



While the gender split remains heavily biased towards males within Operations, as in 2017, the split within Support Functions has become more biased towards females than in the previous year.

Gender Pay Gap – Operations v Support



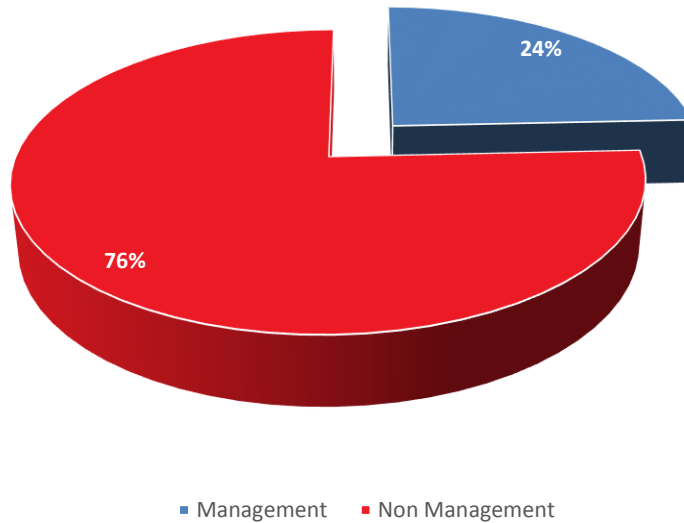
This data gives a truer reflection of the Gender Pay Gap across the business, which shows a significant difference in the Mean pay of male and female colleagues particularly within Support functions.

Although we can confirm that male and female colleagues are paid equally for doing equivalent jobs, the gaps can be attributed to there being more male colleagues in leadership roles particularly within the support functions than females and therefore being more highly represented.

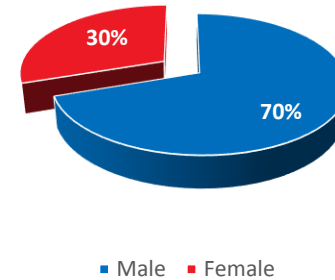
This is significantly more than the national average and the business does have some way to go to address this.

Gender Split - Management V Non Management Roles

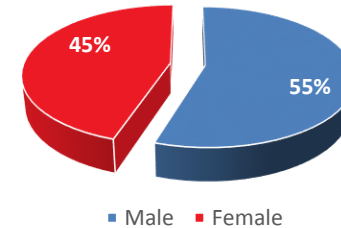
Split of Management and Non Management Roles



Non-management



Management

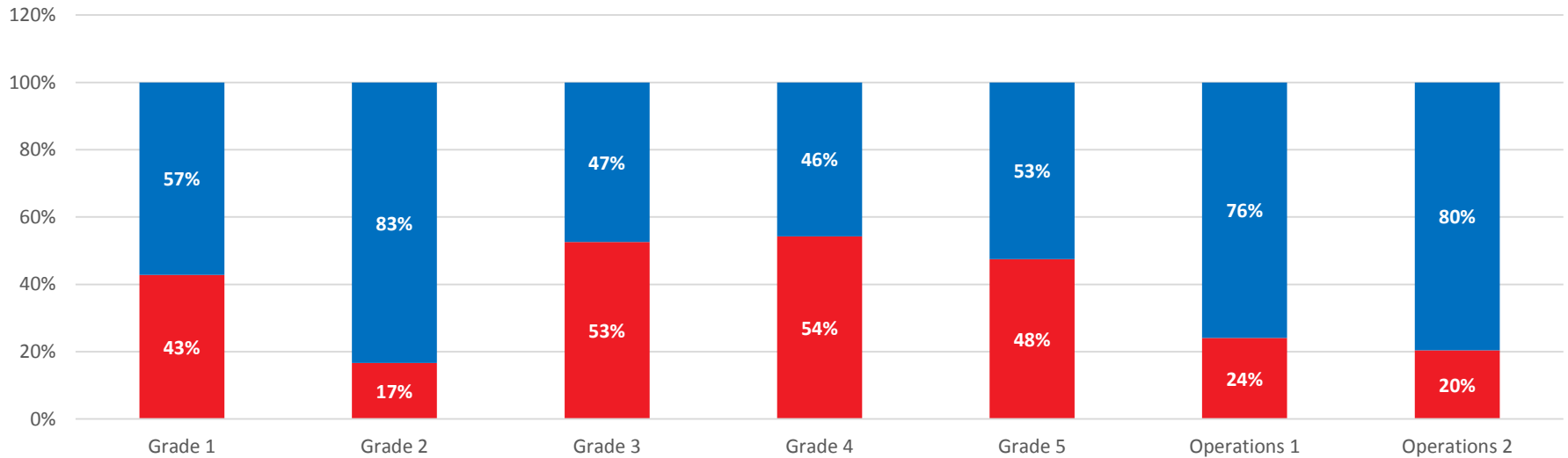


This data has been split from the point of view of management roles and non management roles, across all departments on site.

Given the overall gender split figures, it is not surprising that there is a male bias throughout both management and non management roles across the site.

Of the 24% of management roles on site, the data shows that female colleagues have a larger representation of 45% at this level in comparison to 37% in 2017 .

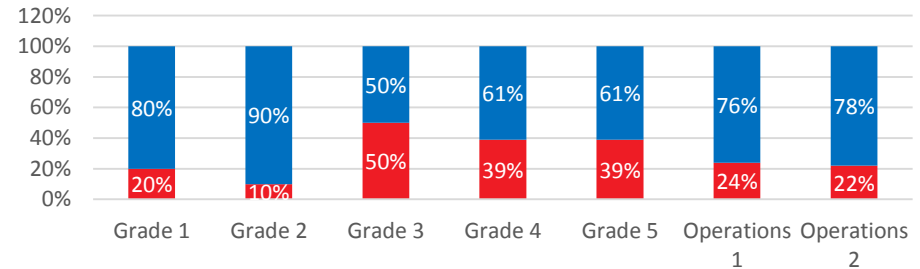
Gender Split - Grade



Grade	Level
Grade 1	Director
Grade 2	Functional Head
Grade 3	Functional Manager
Grade 4	Professional Role
Grade 5	Administrative/Support vacancies (including Engineers and Quality Auditors)
Operations 1	Line Leaders within Production and Warehouse
Operations 2	Operatives within Production and Warehouse

■ Female ■ Male

2017



■ Female ■ Male

The majority of the grades within JF Renshaw Ltd are biased toward male colleagues, but to less of an extent than in 2017. Across all Grades the proportion of females has increased, notably at Director level. Operations remains fairly static.

Progress And Plans

We have made some progress this year towards achieving better gender balance, and have taken some positive steps to do this.

There is still more work to be done and at JF Renshaw we are committed to driving this change.

DECLARATION

We confirm that the information and data reported are accurate and in line with UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



SIMON MORTIMER
Managing Director

- Increasing the number of women in Senior Leadership roles.
- Grading structure being reviewed to ensure that all roles are benchmarked alongside market data.
- Ensuring all policies, procedures and guidelines encourage inclusivity across the business, with a review of family friendly policies.
- A review of the training provided for management roles, particularly recruiting managers.
- Encouraging the widest female talent pool possible.