



## GENDER PAY GAP REPORT - SNAPSHOT DATE 5TH APRIL 2018

Underwood Meat Company is one of the largest independent catering butchers in the UK, operating for almost 50 years.

Our operational sites across the UK include Rotherham, Chesterfield, Godalming and Orpington. We have two production facilities in the North and two in the South of England, supplying commercial retail restaurant chains along with the small professional independent chefs and public and private sector caterers, and now serving the general public through our nine retail shops.

As at 5th April 2018, we employed 312 qualifying team members. As is common in our industry, most of our employees are male (74%). Our gender pay gap results are as follows:

	%	Gender Quartile Split % Male % Female
Mean Gender Pay Gap	14.9%	Q1 (Highest Earners) 89.9% 10.1%
Median Gender Pay Gap	7.9%	Q2 79.5% 20.5%
Mean Gender Bonus Gap	41.0%	Q3 62.8% 37.2%
Median Gender Bonus Gap	50.0%	Q4 (Lowest Earners) 62.8% 37.2%
% of males receiving a bonus	38.7%	
% of females receiving a bonus	14.6%	

Our mean gender pay gap of 14.9% is fractionally above the national average of 14.1%. We have a median pay gap of 7.9%, which is below the national average of 10.7%

Bonus payments show that 41% more males received a bonus and that the median bonus for males was 50% more than that for females. Operational piece work is predominately a male oriented aspect of the industry, whilst both our junior and senior management are male dominated roles (Q1 89.9% & Q2 79.5%).

As an equal opportunities' employer, we are committed to promoting equality in our business. We appreciate the diverse needs of our employees and try to accommodate a work-life balance where possible, including home working, flexible working hours and part-time working, where the business can accommodate such requests.

All our employees have the same opportunities, but their individual personal circumstances and lifestyle choices often dictate whether they choose to take advantage of these opportunities.

We recognise that there is still progress to be made and will introduce new measures in an effort to reduce the pay gap and ensure that we continue to promote the gender diversity across our workforce.

Kevin Jones  
Group Finance Director