

# GENDER PAY GAP REPORT





# OVERVIEW

Following the introduction of new legislation, all organisations with over 250 employees in the U.K are required to publish their gender pay gap information on an annual basis.

We want to ensure that we create an environment for all of our colleagues to thrive, where nothing gets in the way of a colleague fulfilling their potential and aspirations. This will make us a better business, ready to meet the challenges facing our industry in the 21st century.

## Understanding the Gender Pay Gap

The **gender pay gap** is defined as the difference between two measures; the mean and the median hourly rate of pay that male and female colleagues receive. It is expressed as a percentage of men's earnings.

Also measured is the **gender bonus gap**. This is defined as the difference in mean and median **bonus pay**. The **proportion of male and female employees who received bonus pay is also measured**.

Nationally in 2017, the gender pay gap mean was 17.4% and the gender pay gap median was 18.4%.

The gender pay gap is different to equal pay. Equal pay means that women and men in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

# THE DATA AT A GLANCE

## The difference between mean and median pay gaps

The **mean pay gap** is the difference between average hourly earnings of men and women.

The **median pay gap** is the difference between the *midpoints* in the ranges of hourly earnings of men and women. It takes each person's pay and lines them up in order, from lowest to highest, and compares the pay at the midpoint.

These figures are provided in the charts below and are based on hourly rate of pay as at April 2017 and bonuses paid in the 12 months prior to April 2017.



### AB Agri Mean Gender Pay Gap

The mean pay gap is the difference between average hourly earnings of men and women.

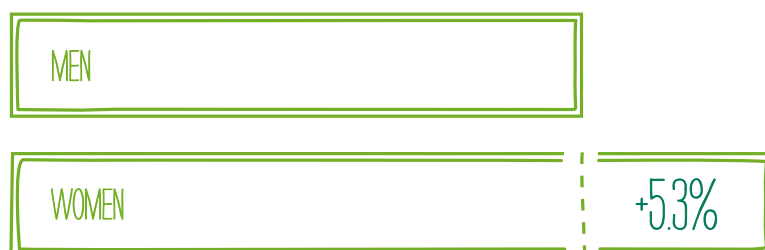


Looking across our business our mean gender pay gap is 16.8%.

This means that, when you look at the average of what men are paid by the hour, and compare it to the average of what women are paid by the hour, women are paid 16.8% less than men.



### AB Agri Median Gender Pay Gap



When we explore the midpoints of hourly rate ranges of men and women then it is women, at the midpoint, that get paid 5.3% more per hour than men.



## Gender Bonus Pay Gap

We must also report on the difference in mean and median bonus pay and on the proportion of male and female employees who received bonus pay.

### AB Agri Mean Gender Bonus Pay Gap



Our mean gender bonus gap is 42.4%.

This means that, when looking across our business at the difference between the average bonuses paid to men and women, our female population receive 42.4% less than men.

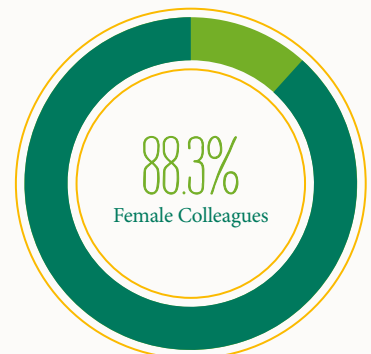
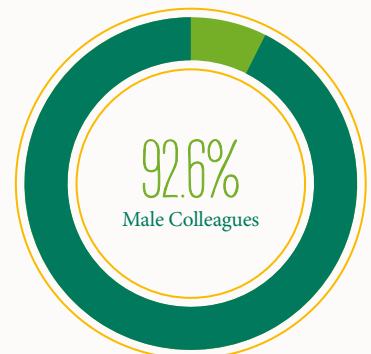
### AB Agri Median Gender Bonus Pay Gap



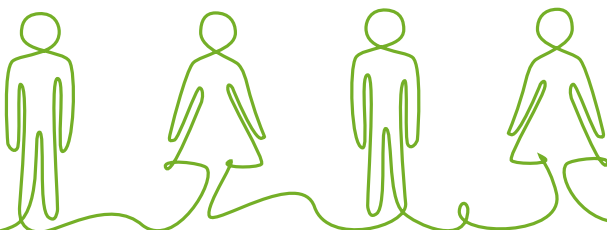
When we explore the midpoints of bonuses for women and men then there is no gap.



### Proportion of female and male colleagues receiving a bonus payment



This shows a 4.3% difference in the number of men and women who received a bonus.





# UNDERSTANDING OUR RESULTS

Our analysis of our gender pay gap of 16.8% and gender bonus gap of 42.4% shows that the disparity in pay is driven by two key factors.

## 1 A high average length of service

We continually focus on creating the very best place to work and our reputation as a supplier and employer, in the agricultural industry has been carefully built over the past three decades. We have always been immensely proud that our people have found rewarding and exciting careers within our group and chosen not to leave us. This does impact the opportunity for women to enter our business in senior and commercial positions.

## 2 A higher proportion of men in senior, commercial and operational roles

- The number of men in senior roles is higher than women.
- It is this distribution of men and women across our business that contributes to our gender pay and bonus gap. Please see table 1 opposite.

## Proportion of male and female colleagues in each pay quartile

This table shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal parts.

Table 1

% of employees in each pay quartile	Female	Male
Upper Quartile	22.9%	77.1%
Upper Middle Quartile	38.2%	61.8%
Lower Middle Quartile	11.6%	88.4%
Lower Quartile	39.9%	60.1%

- This is clearly illustrated when we look at the proportion of female and male colleagues in each pay quartile (see Table 1).
- The nature of our business requires a high number of operational and commercial people. Traditionally, these roles have attracted more men than women.
- With more women entering our industry we are working hard to make a career at AB Agri an appealing prospect for men and women. For the past nine years we have run a graduate programme and we are now looking at how we develop and support 'early careers'.
- Historically, for our graduate scheme we have recruited an equal balance of women and men.

# CREATING A BUSINESS FIT FOR THE LONG TERM



At AB Agri we have a detailed understanding of agriculture's importance in our changing world and the ambition to drive ever greater production efficiency has been our core philosophy for over 30 years.

We recognise that, in order to achieve that vision, we must reflect the diversity of people our industry serves, attract and retain the best talent and be an inclusive and ethical organisation in which all

of our colleagues can perform at their best - regardless of gender, sexuality, ethnicity, or any other characteristics.

You can find out more information about our commitment to being a responsible business by visiting our website; [www.abagri.com](http://www.abagri.com) and exploring our 'Responsibility' pages.

I can confirm that the data and information reported are accurate as of 5th April 2017 and in line with the Gender Pay reporting regulation.

José Nobre

Chief Executive, AB Agri  
March 2018

