

PDM Produce (UK) Ltd Gender Pay Gap Review – 2018

Snapshot Date:	5 th April 2018
Person Responsible for report:	Philip Maddocks, CEO
Address:	Chadwell Park Farm, Great Chatwell, Newport, TF10 9BN
Nature of Business:	Agriculture Forestry and Fishing
Employer Size:	250 to 499 employees

Explanation of results

PDM Produce (UK) Ltd are committed to equal pay opportunities for men and women.

Common to other organisations within our industry, there is a higher proportion of men employed compared to women.

A portion of our workforce are employed in skilled roles like engineers, which attract premium rates and are predominantly filled by men, despite being suitable for both men and women. However, many of our job roles are shared by both men and women, on the same pay rate.

Difference in Hourly Rate

Within our organisation, women's mean hourly rate is 1.6% higher than men's. This means that women earn 1.6p more for every £1 than men earn when comparing mean hourly wages.

Women's median hourly rate is 0.7% lower than men's. This means that women earn 99p for every £1 than men earn when comparing median hourly wages.

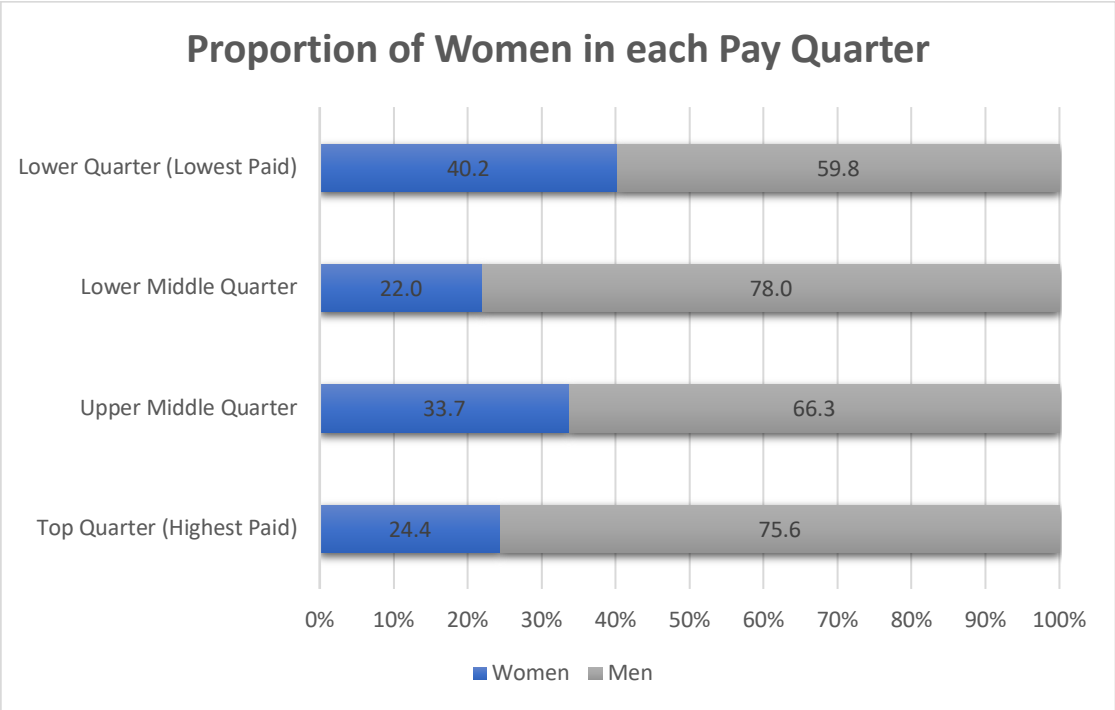
Understanding Mean and Median Hourly rates

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Proportion of women in each pay quarter

Women occupy 24.4% of the highest paid jobs and 40.2% of the lowest paid jobs.



Understanding Pay Quartiles
 Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

Bonus pay gap

Women earn £2.97 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 197% higher than men's.

When comparing mean bonus pay, women's mean bonus pay is 99.7% lower than men's.

Those who received bonus pay

2.1% of women
 4.4% of men