

Bespak Europe Limited – Gender Pay Report 2020

At Bespak, we continue to support our people to be the best that they can be. It is important that Bespak's continuing growth is linked with the growth of our people with equal opportunity for all.

As highlighted in previous years, our gender pay gap arises because of employing more males than females at a senior level. In addition, there is a history of our sector being male dominated.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2020:

1. The difference between the MEAN hourly rate of male and female employees was 26.4%
2. The difference between the MEDIAN hourly rate of male and female employees was 26.4%

Both our mean and median pay gaps remained similar to last year. We continue to focus on ensuring equal opportunity for all and whilst, in the short term, our pay gap has not decreased, our efforts to actively looked to improve the gender balance in senior roles is expected to lead to improvements over the coming years.

Quartile Pay Bands

3. The impact of more men than women being employed in more senior roles is shown below. Here we have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of 4 quartiles:

Quartile	Female	Male
Lower	46%	54%
Lower Middle	37%	63%
Upper Middle	21%	79%
Upper	14%	86%

Bonus Pay

We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2020):

- 4.** The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was 71.8%
- 5.** The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was 31.4%
- 6.** 36.0% of male employees received bonus pay; 23.0% of female employees received bonus pay.

As our bonus payments are primarily linked to the quartile pay bands this is reflected in the above results. This was further emphasised in the 2019/20 figures due to the acquisition of the business in early 2020 and the subsequent settlement of outstanding bonus schemes. We would expect to see a greater normalisation of this data in future reports and as we look to increase the gender rebalance in our senior roles.

In recent years we have been highly successful in recruiting senior women into office based professional roles. Through our recruitment processes, we ensure the best-fit hire regardless of gender. It is essential that we continue our focus on equal opportunity for all and reduce the gap. We have continued to focus on recruiting women early in their careers through our flagship Apprenticeship Scheme and our Graduate Development Scheme. It will take some time for the impact of this work, along with other initiatives, to begin to reduce the gender pay gap. We are committed to the journey of supporting our people to be the best they can be whoever they are.