

# BROWN BROTHERS MANUFACTURING LTD

EST.1885

## 2018 Gender Pay Gap Report



# WELCOME TO OUR GENDER PAY GAP REPORT

In 2017, the government introduced legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. These regulations require the relevant organisations to publish the following information:

- Mean and median gender pay gaps
- Mean and median gender bonus gaps
- The proportion of men and women who received bonuses
- The proportion of males and females in each pay quartile

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

This report gives our gender pay gap data as at 30 March 2018.

For wages we used a snapshot date of 30 March 2018. The relevant period was the week ended Friday 30 March 2018.

For bonuses we used the period 1 April 2017 to 30 March 2018, the 12 months before the snapshot date.

There are 95 entries which were excluded from our hourly rate calculations as they were not a 'full pay relevant employees'. This is because they have either not been paid or were on a reduced, statutory or nil pay at the snapshot date.

For quarterly pay range information 123 staff were in each quartile.

Our calculations followed the legislative requirements, and we confirm the data reported is accurate.

# OUR GENDER PAY STATISTICS

	2018	2017
Difference in :		
Mean Pay	1.5%	13.1%
Mean Bonus	59%	8.7%
Median Pay	0%	0%
Median Bonus	0%	-50%

## DIFFERENCE IN BONUS PAYOUT



5%  
of  
Women  
received  
a  
bonus

2017 – 7%



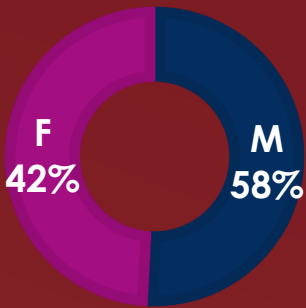
5%  
of  
Men  
received  
a  
bonus

2017 – 8%

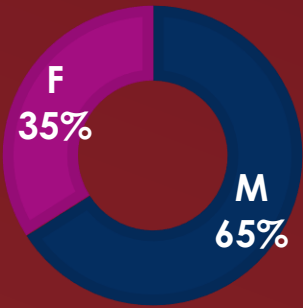
## QUARTILE RANGES

(PERCENTAGE OF GENDER ACCORDING TO SALARY BRACKET)

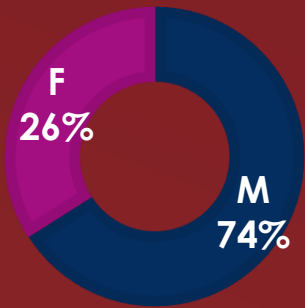
### LOWER



### QUARTILE 2



### QUARTILE 3



### HIGHEST

