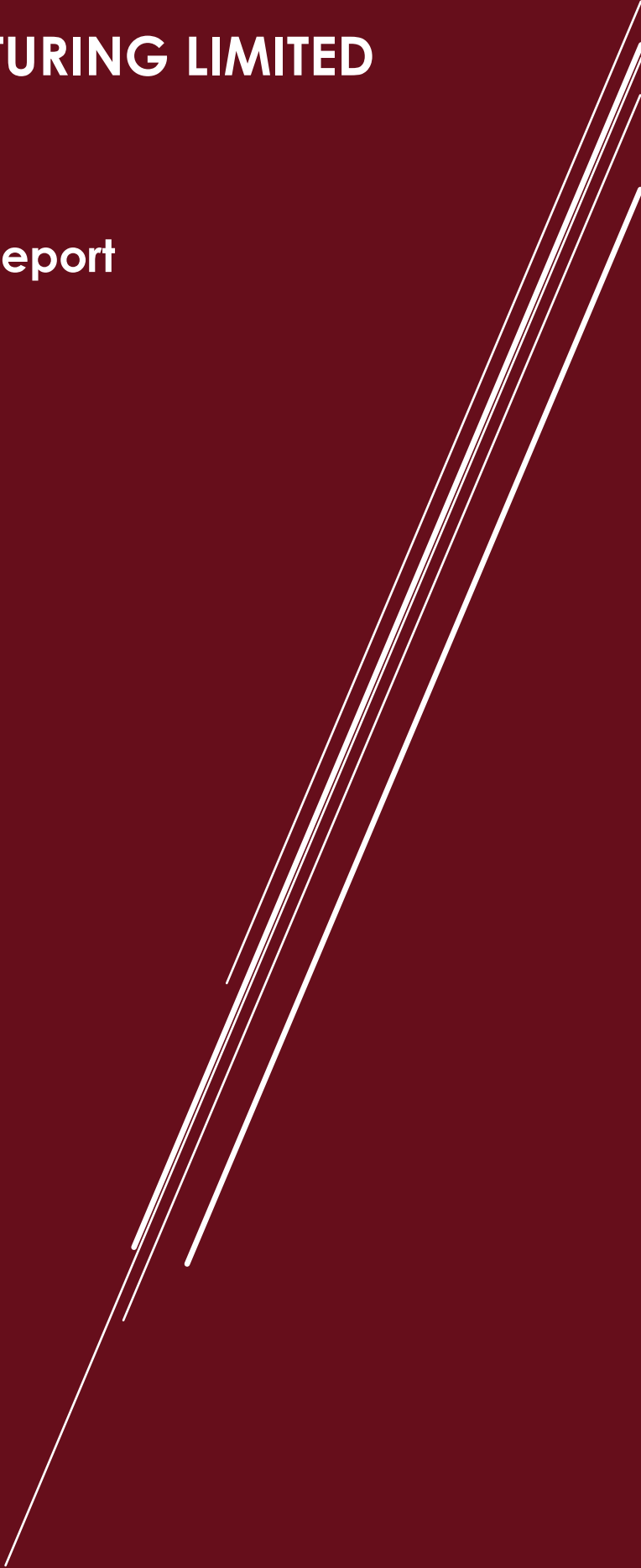


BROWNS MANUFACTURING LIMITED

EST.1885

2019 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 29 March 2019.

For wages we used a snapshot date of 29 March 2019. The relevant period was the week ended Friday 29 March 2019.

For bonuses we used the period 1 April 2018 to 29 March 2019, the 12 months before the snapshot date.

There are 172 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 there were 2 quartiles with 223 staff and 2 quartiles with 222 staff.

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

OUR GENDER PAY STATISTICS

	2019	2018	2017
Difference in :			
Mean Pay	1.34%	1.5%	13.1%
Mean Bonus	41.7%	59%	8.7%
Median Pay	0%	0%	0%
Median Bonus	-40%	0%	-50%

DIFFERENCE IN BONUS PAYOUT



7%
of
Women
received
a
bonus

2018 – 5%
2017 – 7%



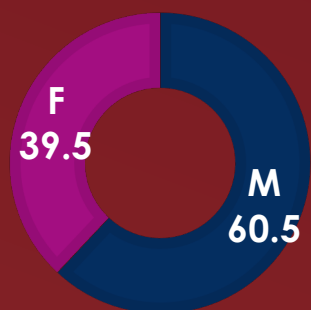
5%
of
Men
received
a
bonus

2018 – 5%
2017 – 8%

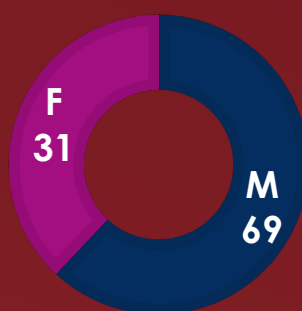
QUARTILE RANGES

(PERCENTAGE OF GENDER ACCORDING TO SALARY BRACKET)

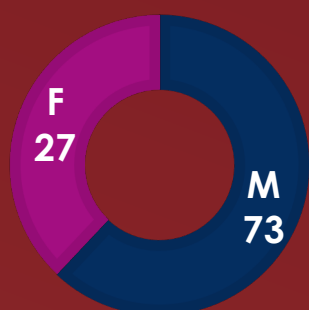
LOWER



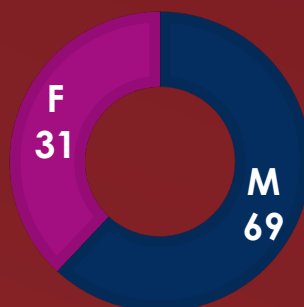
QUARTILE 2



QUARTILE 3



HIGHEST



Striving for excellence every step of the way

