

BROWNS MANUFACTURING LIMITED

EST.1885

2020 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 05 April 2020.

For wages we used a snapshot date of 05 April 2020. The relevant period was the week ended Friday 03 April 2020.

For bonuses we used the period 1 April 2019 to 31 March 2020, the 12 months before the snapshot date.

There are 226 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 4 quartiles with 200 staff.

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

WELCOME TO OUR GENDER PAY GAP REPORT

Browns Brothers Manufacturing is committed to maintaining and improving gender pay equality across its business.

There is no doubt that COVID-19 has had a massive impact on the social and economic context for our gender pay reporting. As a supplier to both the retail and hospitality sector, our business was adversely impacted by the closure of hospitality during the lockdowns imposed. This resulted in the Company making use of the coronavirus job retention scheme during this period while accommodating requests from both genders around childcare arrangements and from pregnant women who felt they were vulnerable.

We are now in a position where we are focusing on growth with sites being extended and many more jobs created. We will therefore be focusing on recruitment and in line with this we have been creating the building blocks for the future and have reviewed our recruitment, selection and promotion processes across the business to minimise bias. All our teams involved in recruitment will be trained on this to ensure consistency of approach and in addition we plan to roll out an improved diversity and inclusion training package.

During 2020 we have had an increase in flexible working arrangements and we remain committed to decreasing the gender pay gap by balancing diversity across the business at all levels.

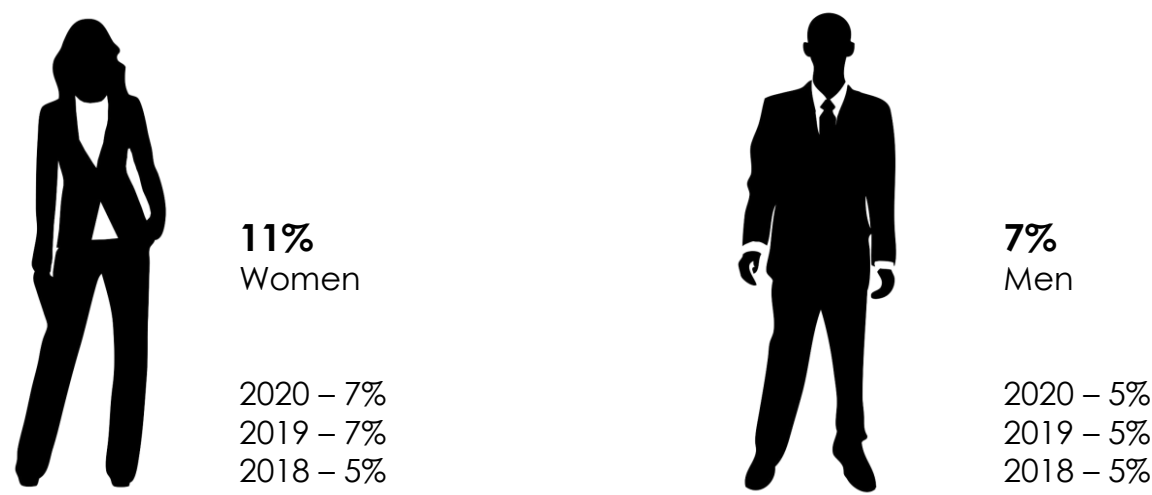
Alison Noble

HR Director

BROWNS MANUFACTURING’S 2020 GENDER PAY REPORT

	2020	2019	2018
Difference in Hourly Pay between men and Women:			
Mean Pay	5.25%	1.4%	1.5%
Median Pay	0%	0%	0%
Mean Bonus	15.50%	42%	59%

PROPORTION OF EMPLOYEES RECEIVING A BONUS



PROPORTION OF MALES TO FEMALES IN EACH PAY QUARTILE

In this organisation, women occupy 25% of the highest paid jobs and 42% of the lowest paid jobs.

UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



Striving for excellence every step of the way