

# **Browns Manufacturing Limited**

EST.1885

**2024**  
Gender Pay Gap Report

# Welcome to Our Gender Pay Gap Report

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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 5 April 2023 For wages we used a snapshot date of 5 April 2023

The relevant period was the week ended Friday 7 April 2023  
For bonuses we used the period 1 April 2022 to 31 March 2023, 12 months before the snapshot date.

There are 189 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 196 staff.

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

Browns Brothers Manufacturing is committed to maintaining and improving.

Browns Food Group recognises the importance of addressing the gender pay gap and promoting inclusivity within our organisation. While our gender pay gap report reflects a disparity in pay between men and women, it's crucial to understand the complexities behind these figures.

### **Factors Contributing to the Gap:**

- **Role Distribution:** A higher proportion of women hold positions in lower-paying roles within our organisation. This is not due to discriminatory practices but rather reflects industry trends and historical patterns.
- **Career Progression:** Women may be less likely to occupy senior leadership roles, which typically command higher salaries. We are actively working to address this imbalance through targeted development programs and mentorship opportunities.

### **Our Commitment to Fairness and Inclusion:**

- **Unbiased Hiring:** We employ a rigorous interview process designed to eliminate bias and ensure fair consideration of all candidates, regardless of gender.
- **Equal Opportunity:** We are committed to providing equal opportunities for all employees, regardless of gender. This includes access to training, development, and promotion.
- **Our goal is to create a workplace where everyone feels valued and has the opportunity to thrive.**

Moving Forward:

### **We are actively working to reduce the gender pay gap by:**

- Encouraging women to apply for higher-paying roles.
- Providing targeted support and development opportunities for women.
- Promoting a culture of inclusivity and respect.

We believe that a diverse and inclusive workforce is essential to our success. We are committed to taking steps to address the gender pay gap and create a more equitable workplace for all.

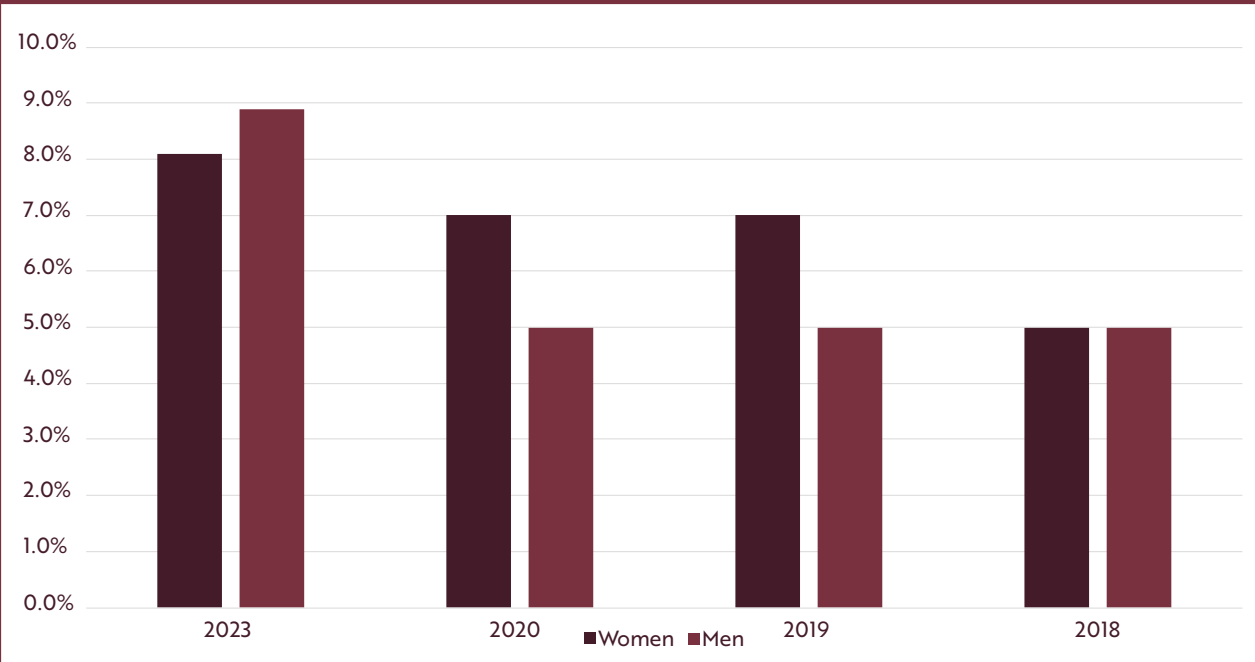
# Browns Manufacturing's 2023 Gender Pay Report

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|                                                | 2023 | 2020  | 2019 | 2018 |
|------------------------------------------------|------|-------|------|------|
| Difference in Hourly Pay Between Men and Women |      |       |      |      |
| Mean Pay                                       | 7.8% | 5.25% | 1.4% | 1.5% |
| Median Pay                                     | 0%   | 0%    | 0%   | 0%   |
| Mean Bonus                                     | 9.1% | 15.5% | 42%  | 59%  |

## Proportion of Employees Receiving a Bonus

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# Proportion of Males to Females in Each Pay Quartile

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## Upper hourly pay quarter (highest paid)

Women - 25%

Men - 75%

## Upper middle hourly pay quarter

Women - 41%

Men - 59%

## Lower middle hourly pay quarter

Women - 29%

Men - 71%

## Lower hourly pay quarter (lowest paid)

Women - 60%

Men - 40%



**STRIVING FOR EXCELLENCE EVERY STEP OF THE WAY**