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## Branded Garden Products Limited

### Gender Pay Gap Report

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Branded Garden Products Limited (“the Company”) is required to publish an annual gender pay gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report below is based on the snapshot date of 5<sup>th</sup> April 2018. For the relevant pay period, the Company employed 202 full-pay relevant female employees and 106 full-pay relevant male employees.

#### Gender Pay Gap

The table below summarises the mean and median gender pay gap percentages:

	2018		2017	
	Mean	Median	Mean	Median
All employees	26.0%	11.3%	23.2%	11.1%
National average	17.1%	17.9%	17.4%	18.4%

The majority of employees undertake roles in despatch, packing and customer care. These roles are hourly paid and the hourly pay rate is the same regardless of gender, and only differs based on pay grade. Performance bonuses are also paid to these employees which, combined with the mix of genders within pay grades, accounts for the difference in the mean pay rates.

We are pleased to report that the median pay gap is lower than the national average but also note that the mean /average pay gap across all full pay relevant employees exceeds the national. This is due to the very high number of employees in the non-managerial roles of despatch, packing and customer care, most of whom are female. This largely reflects our policy of flexible working supporting family-friendly employment.

#### Bonus Gender Pay Gap

The table below summarises the mean and median bonus gender pay gap percentages:

	2018		2017	
	Mean	Median	Mean	Median
All employees	33.3%	84.3%	85.8%	47.7%

(Bonus includes sales commissions)

Bonuses were paid to 27.2% of female relevant employees and 24.5% of male relevant employees. During 2017, exceptional bonus payments were made in connection with the successful sale of the business and these contributed to the abnormally high mean bonus pay gap for 2017.

In addition, performance bonuses are paid to lower paid roles in despatch, packing and customer care where there is a significantly greater proportion of female employees to male employees, and this has created the high median bonus gender pay gap for 2018.

### Pay Quartiles by Gender

	2018		2017	
	Female	Male	Female	Male
Lower	72.7%	27.3%	76.5%	23.5%
Lower Middle	79.1%	20.9%	77.6%	22.4%
Upper Middle	63.6%	36.4%	65.9%	34.1%
Upper	40.9%	59.1%	52.4%	47.6%

The above table shows the gender split for each quartile of pay, based on the hourly rate of pay for each employee. The first three quartiles are populated by employees working in despatch, packing and customer care role and the majority of these are female. The Upper Quartile is primarily management roles and whilst this indicator has deteriorated in 2018 it is still considered to be reasonable for the sector in which we operate.

Management recognise the importance of diversity in the workplace and to provide equal opportunity to all employees within the business through flexible working practices that support family-friendly employment. The high proportion of females in general and in the lower to upper middle pay quartiles in particular is to some extent a reflection of the sector in which the company operates, and this is the primary reason for the existence of a mean gender pay gap. The bonus gender pay gap reflects a higher proportion of male employees in roles that are eligible for annual performance bonuses. Whilst there is strong female representation at management and senior management level within the business, this is an area that will continue to receive management attention with a view to reducing this gap.

I confirm that the information contained within this report is accurate.

**Iain Burgess**

**Managing Director, Branded Garden Products Limited**

**14<sup>th</sup> March 2019**