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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 2019. For the relevant pay period, the Company employed 133 (2018: 202) full-pay relevant female employees and 52 (2018: 106) full-pay relevant male employees.

#### Gender Pay Gap

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

	2019		2018		2017	
	Mean	Median	Mean	Median	Mean	Median
All employees	32.5%	25.3%	26.0%	11.3%	23.2%	11.1%
National average	16.2%	17.3%	17.2%	17.8%	17.4%	18.4%

The majority of employees are female and undertake non-managerial 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. We offer flexible working, supporting family-friendly employment. Due to the high proportion of females in such roles within the company, the mean and median gender pay gap exceeds the national average.

#### Bonus Gender Pay Gap

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

	2019		2018		2017	
	Mean	Median	Mean	Median	Mean	Median
All employees	-78.8%	32.0%	33.3%	84.3%	85.8%	47.7%

(negative means the mean bonus for females is higher than for males)

Bonuses were paid to 3.0% of female relevant employees and 3.6% of male relevant employees, reflecting a year of difficult trading with performance targets not being met. The small number of bonuses paid therefore makes this metric less meaningful than in other years.

## Pay Quartiles by Gender

	2019		2018		2017	
	Female	Male	Female	Male	Female	Male
Lower	89.1%	10.9%	72.7%	27.3%	76.5%	23.5%
Lower Middle	80.9%	19.1%	79.1%	20.9%	77.6%	22.4%
Upper Middle	69.6%	30.4%	63.6%	36.4%	65.9%	34.1%
Upper	47.8%	52.2%	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 we are pleased to have maintained the approximate 50/50 split by gender in such roles.

Management recognise the importance of diversity in the workplace and we 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 mean gender pay gap exceeding the national average. Pleasingly we have been able to maintain a high proportion of females in the upper pay quartile and we continue to have strong female representation at management and senior management level within the business.

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

**Iain Burgess**

**Managing Director, Branded Garden Products Limited**

**14<sup>th</sup> February 2020**