

Pedigree Wholesale Limited

Gender Pay Report 2018

We are an employer who has chosen to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap reporting gives a snapshot of the gender balance within an organisation and measures the difference between the average earnings of all male and female employees, regardless of their role or seniority. It is distinct from Equal Pay, which is about ensuring that men and woman are paid the same for carrying out work of equal value.

We place great importance on our people and view it as our responsibility to understand and encourage parity wherever possible. We do recognise that, for a number of people, gender doesn't simply refer to male or female and our priority is to ensure that our people are able to reach their full potential regardless of personal characteristics.

Our Results

The average gender pay gap as a mean average is 2.91%, and the median gender pay gap is 1.6%.

The average bonus gender pay gap as a mean average is 20.42%, and the median bonus gender gap is 12.45%. The proportion of males receiving a bonus is 71% and the proportion of females receiving a bonus payment is 81%. Bonus payment recipients are determined each year and are based on company profit levels and individual performance.

The proportion of males and females in each pay quartile band is:

	Male	Female
Upper Quartile	72.73	27.27
Upper Middle Quartile	79.58	20.42
Lower Middle Quartile	77.27	22.73
Lower Quartile	77.27	22.73

This is the first year of reporting for Pedigree Wholesale Limited and actions are therefore being set up. We aim to reduce the gender split of employees by identifying ways to attract a greater diversity of candidates in our recruitment and selection process.

In addition, we aim to review the benefits available to employees, evaluate their value and enhance, if appropriate with consideration to the business performance and ability to support these changes.