

The background features a decorative graphic consisting of several thick, curved lines in blue, green, and red, arranged in a circular pattern that suggests a globe or a stylized sun. The lines are set against a white background.

Blue Earth Foods
Gender Pay Gap Report
2019

Welcome to our Gender Pay Gap Report 2019

Since Blue Earth Foods began back in 2009, we've worked hard to deliver equal opportunities for all of our employees. Our guiding principle as a business is **doing the right thing** in all aspects of our operation and most importantly for our people. We reward people equally for their performance within the business and for the role they do; we are proud of the diversity within our business.

Progression is very important to us on both a business and individual level; we like to develop our own people and believe our business can only perform at its best when we have an engaged workforce with ample opportunity to grow. This is why we reward our employees with 5 years service with a cash bonus.

Since last year's report we have seen an increase in the mean

gender pay gap that is now 5.74% in favour of women. This reflects the **progression of women** within our business since our last report. To give this context, 66% of our Senior Leadership Team are women.

Our quartile analysis reflect that overall our business is 61% male to 39% female with every quartile being more highly populated by male employees. We see a 54% male to 46% female split on our shop floor compared to our office based roles where our gender split 62% male and 38% female.

As a business we remain committed to diversity and inclusion in **all forms** and committed to our business ethos of doing the right thing.

I can confirm the data reported is accurate



Kayley Humble - HR Manager

180
males are
employed

116
females are
employed

Our **mean**
gender pay
gap is **5.74%**
in favour of
women

Our **median**
gender pay
gap is
balanced

66% of our
Senior roles
are filled by
women



Our mean and median analysis

5.74%
Our **mean**
gender pay gap
in favour of
women

Two of the key metrics we have to report are the **mean and median gender pay gap**. These show the difference in the average hourly rate of pay between men and women at Blue Earth Foods.

The **mean** figure represents the average hourly rate of pay across our whole workforce and is particularly impacted by the higher earners in the business as more of our senior management roles are held by women. Our mean pay gap is 5.74% in favour of women.

0%
Our **median**
gender pay gap

The **median** figure represents the compared hourly rate of the middle male and middle female earners. Our median gender pay gap is 0% as both our middle male and middle female employee have the same hourly rate of pay.



Quartile 1

46% Female

54% Male

Quartile 2

32% Female

68% Male

Quartile 3

41% Female

59% Male

Quartile 4

38% Female

62% Male

Our mean and median analysis - Bonuses



Our bonus scheme at Blue Earth Foods rewards commitment and loyalty; a monetary award is made once employees have remained with the business for 5 years. We operate no other bonus schemes within the business.

Unsurprisingly, this means that our **mean and median bonus gender pay gap** is 0% as everyone receives the same award. However, the proportion of males receiving this bonus is 6.04% compared with 11.20% of female employees for this years snapshot data.

11.2% of women and 6.04% of men receive a loyalty bonus

Our mean and median **bonus gender pay gap** is **0.00%**