



# Blue Earth Foods

## Gender Pay Gap Report 2018

# Welcome to our Gender Pay Gap Report 2018

Our mean gender pay gap is  
**0.12%**  
in favour of women

**62%**  
of our senior roles are filled by women

Since our company began back in 2009, we've worked hard to deliver equal opportunities for all our employees. One of our primary values as a business is we 'do the right thing' in all aspects of our operation and most importantly for our colleagues. The findings in this report show we're making great progress that puts us amongst the top performing organisations in our industry.

Another of our core values as a business is teamwork. As a company, we like to grow our own people and believe our business can only be at its best when we have everyone feeling like they're being treated equally, fairly and have as much opportunity as all their colleagues.

That's why we're extremely happy

with our gender pay gap analysis. Notably, we have achieved a balanced mean gender pay gap that's actually **0.12% in favour of women**.

Other highlights include the fact that **62% of our senior roles are filled by women**, and that in the top and bottom quartiles we are close to achieving equal balance between the genders.

We will not, however, be resting on our laurels and recognise there is still some work to be done. Our second and third quartile analysis shows an imbalance between males and females, something which will be a big area of focus for us over the next 12-18 months.

During this time we'll be working hard to develop a strategy that addresses this, which in turn

will create positive action and momentum that builds on all our achievements so far.



I can confirm the data reported is accurate

Ian Jewkes  
**Head of HR**  
Blue Earth Foods



# Our mean and median analysis

The two 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.

Our mean pay gap is -0.12%.

If all Blue Earth Foods employees were lined up in a female line and a male line, in order of pay from highest to lowest, the **median gender pay gap** compares the pay of the woman in the middle of their line and the pay of the middle man.

Our median pay gap is 12.2%.

We do not operate bonus schemes at Blue Earth Foods.



**184**   
males are  
employed

**125**   
females are  
employed

**0.12%**  
Our mean  
gender pay gap  
in favour of  
**women**

**12.2%**  
Our median  
gender pay gap  
in favour of men,  
much lower than  
the UK national  
average of 18.1%

# Our quartile band analysis

Quartile 1 includes mainly production operatives and is the largest proportion of our workforce. Quartiles 2 and 3 are made up of senior production staff and middle managers. The final quartile covers our specialist roles and our senior leadership team.



## Quartile 1

51%  
female



49%  
male



## Quartile 2

32%  
female



68%  
male



## Quartile 3

35%  
female



65%  
male



## Quartile 4

46%  
female



54%  
male

