

## Gender Pay Reporting

As at 05/04/2018

**GOMEZ** | Delivering the difference

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Places to be published - GOV.UK and own website

### Calculation 1

Difference between the **mean** hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

$\frac{(M1 - F1)}{M1}$ express as %	M1 = all relevant males	£10.16	$\frac{£1.12}{£10.16}$ express as %	11.0%
	F1 = all relevant females	£9.04		

### Calculation 2

Difference between the **median** hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

$\frac{(M1 - F1)}{M1}$ express as %	M1 = all relevant males	£8.10	$\frac{£0.27}{£8.10}$ express as %	3.3%
	F1 = all relevant females	£7.83		

### Calculation 3

Difference between the **mean** bonus paid to male relevant employees and that paid to female relevant employees

$\frac{(M2 - F2)}{M2}$ express as %	M2 = bonus paid males	£5,539	$\frac{£4,095}{£5,539}$ express as %	73.9%
	F2 = bonus paid females	£1,443		

### Calculation 4

Difference between the **median** bonus paid to male relevant employees and that paid to female relevant employees

$\frac{(M2 - F2)}{M2}$ express as %	M2 = bonus paid males	£100	$\frac{£0}{£100}$ express as %	0.0%
	F2 = bonus paid females	£100		

### Calculation 5

The proportions of male and female relevant employees who were paid bonus pay

$\frac{M2}{M1}$ express as %	M2 = bonus paid males	105	$\frac{105}{433}$ express as %	24.2%
	M1 = all relevant males	433		
$\frac{F2}{F1}$ express as %	F2 = bonus paid females	126	$\frac{126}{400}$ express as %	31.5%
	F1 = all relevant females	400		

### Calculation 6

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile bands

$\frac{M3}{E}$ express as %	M3 = all relevant males per quartile			
	E = all relevant employees			
$\frac{F3}{E}$ express as %	F3 = all relevant females per quartile			
	E = all relevant employees			
		<u>Male</u>		<u>Female</u>
Lower quartile	$\frac{83}{208}$ express as %	39.9%	$\frac{125}{208}$ express as %	60.1%
Lower middle quartile	$\frac{83}{208}$ express as %	39.9%	$\frac{125}{208}$ express as %	60.1%
Upper middle quartile	$\frac{133}{208}$ express as %	63.9%	$\frac{75}{208}$ express as %	36.1%
Upper quartile	$\frac{134}{209}$ express as %	64.1%	$\frac{75}{209}$ express as %	35.9%

### Commentary

A Gomez Ltd confirms that the published statistics are accurate and authorised for submission by our Chief Finance Officer, Simon Gretton. The A Gomez Ltd workforce at 05/04/2018 was 833 strong. The primary activity of our business is to receive fruit into our facility and process it ready for delivery to our retail customers. The workforce is therefore largely based within our packhouse and warehouse environments where 90% of our workforce are employed. A Gomez Ltd operates an equal pay and opportunities policy. Our staff grading system ensures that we employ people for the role, irrelevant of any gender, race or any other personal bias our employees may have, as they are employed to do the very best job they can do in the capacity they are employed for A Gomez Ltd.

Our results as at 05/04/2018 are interesting and demonstrate that 52% of our total workforce were male and this is the same as the previous year overall. Within the packhouse and warehouse environments the result was the same. Within this it can be seen that 59% of all employees are Grade A (a reduction of 3% from last year), who are paid at the National Living Wage pay rate, hence our lower and lower middle quartile results are the same. Equally this explains the median results as the midpoint of all employees lies within the lower two quartiles. Last year for both male and female these were equal and there was 0% difference at the median point. This year it is our lowest grade A for females still but the mid point for males has moved up to the next grade C, explaining the change since last year to now be 3.3%. Overall we have a **mean** hourly rate and bonus bias towards male as this reflects that presently some of the more senior jobs are held by male employees. A Gomez Ltd has no gender pay differentials to address as all employees are paid equally throughout the business where there is more than one position at the same grade. Therefore these results reflect the statistical representation of our workforce as at 05/04/2018 and it is important to reflect that the movements YoY only represent how many employees happen to be employed at those grade at this point in time.