

SIMMONS (BAKERS) LTD GENDER PAY GAP REPORTING & SUPPORTING STATEMENT

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our website and a government website.

We have used data from 6th April 2017 to 5th April 2018.

RESULTS

Mean pay gap =	24.6%	
Median pay gap =	10.7%	
Mean bonus gap =	87.8%	
Median bonus gap =	49.3%	
Proportion of different genders receiving bonus payment =	7.0% male	16.0% female
Proportion of different genders in lower quartile =	21.3% male	78.7% female
Proportion of different genders in lower middle quartile =	23.1% male	76.9% female
Proportion of different genders in upper middle quartile =	33.6% male	66.4% female
Proportion of different genders in upper quartile =	54.2% male	45.8% female