

## 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 2021 to 5th April 2022.

### RESULTS

Mean pay gap	26.3%	
Median pay gap	15.1%	
Mean bonus gap	94.7%	
Median bonus gap	51.8%	
	<b>Male</b>	<b>Female</b>
Proportion of different genders receiving bonus payment	8.8%	52.3%
Proportion of different genders in lower quartile	80.0%	20.0%
Proportion of different genders in lower middle quartile	85.5%	14.5%
Proportion of different genders in upper middle quartile	74.0%	26.0%
Proportion of different genders in upper quartile	52.3%	47.7%

