



Gender Pay Gap 2019

At Butcher's we want to bring the best people together who really care about pets and who have the skills to deliver our plans to produce the best natural and nutritious food for dogs and cats.

We ensure everyone is rewarded fairly for their work and we want people to feel that they can access the same opportunities to progress & develop within the company, as everyone else.

What does the gender pay gap mean for Butcher's?

It is an opportunity for us to identify ways we can equalise male and female representation within different job roles across the business, from our executive leadership team to our production factory based teams.

The gender pay gap shows the difference in the average pay between all men and women. The results give a business an insight into the size of the challenge they face to reduce the gap.

The pay gap isn't a measure of equal pay and people are paid equally at Butcher's. An employer delivering equal pay can still have a gender pay gap, for a number of reasons including a higher proportion of men in senior roles.

This Year's Results:

Gender pay gap
7% Mean

4% Median

66% of women received a bonus

89% of men received a bonus

287 Employees

211 Male

76 Female

Pay Quartiles

	Upper	Upper middle	Lower middle	Lower
Male	66%	79%	85%	60%
Female	34%	21%	15%	40%

Gender bonus gap
83% Mean 40% Median

The analysis on this page is based on the aggregated data relating to employees at the snapshot date of 5th April 2018, in line with UK Gender Pay Gap Regulations.

What are we going to do to reduce the gap?

- At Butcher's we care about personal and professional growth and progression for our people. So we think that it is important to survey all female employees to identify any barriers to progression and development through the business
- We will continue to maintain our parity of pay between men and women fulfilling the same job roles
- We will continue to monitor the ratio of female applicants to our job vacancies. We would like to see an increase in female applicants who apply for jobs within our factory based teams at Butcher's. So we will assess each job role within the factory to determine if part-time/ flexible working could be accommodated.

Geoff Eaton
Chairman
3rd May 2019