

the *total* feed business



ForFarmers Gender Pay Report 2023



What is the Gender Pay Gap?

Understanding the Gender Pay Gap

The **Gender Pay Gap** is the difference in pay between male and female employees which is explained through various statistics. The gap that is identified as part of these statistics is influenced by a number of factors such as the demographic of our workforce.

Pay Gap v's Equal Pay

The gender pay gap analysis is different to equal pay legislation.

Equal pay focusses upon the amount an employee is paid in their position and specifies that a male and female should be paid the same for doing the same role.

The *gender pay gap* is more likely to occur due to structural issues within a business i.e. whereabouts males and females are found within the organisation structure and what salaries those positions attract.

What we have to report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish gender pay gap information based on a snapshot date. In April 2024 we will be reporting statistics based on data as at 5th April 2023.



The Calculations

The Mean – this is the difference in the average salaries of men and women within the business.

The Median – the middle point of a population when the values are arranged in order from highest to lowest.

A negative number indicates that women earn higher than men in that area.



The Result

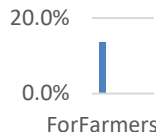
To identify and highlight specific areas for improvement is integral in building a balanced workforce.

Our ambition is to continue to grow and allow our employees to thrive in a genuinely diverse and sustainable business.



Looking at ForFarmers total UK workforce, our Gender Pay Gap Report shows these results:

Mean Pay Gap...



This metric shows the percentage gap in the average in salaries of all male and female employees. This means that the mean pay for men is 13.55% higher than females in our company. Many organisations do have a gap; ForFarmers has a large number of Drivers roles which saw an over inflation wage rise during 2023

The Mean Gender Bonus Gap is typically higher than the Gender Pay Gap because the bonus payments tend to increase with seniority and there is a higher proportion of males in the higher quartiles. Typically only around 30% of the workforce are covered by bonuses as pay structure has been revised recently.

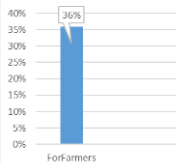
The Median Gender Bonus Gap at ForFarmers is a slightly higher figure for 2023 due to the greater number of female employees receiving bonuses being accountable for 2/3rds of the numbers, and being more likely to be in the lower and middle quartiles

The median shows the middle point of a population. This is more representative than the mean as it is not typically affected by a handful of higher or lower salaries. ForFarmers shows an -2.0% gap on this metric, which indicates that females are paid more than males on this measure. This is indicative of smaller number of females but with more professional and higher paid roles.

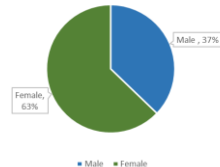
Median Pay Gap Monetary Differences



Mean Bonus Gap Monetary Differences



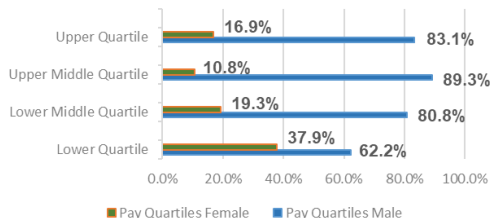
Percentage receiving a bonus



Median Bonus Gap Monetary Differences



Percentage Split of Male/Female by Pay Quartile



This metric is most likely, out of all the metrics, to identify the underlying issues that cause the pay gaps in ForFarmers. This metric divides the total ForFarmers workforce into 4 equally sized groups based on hourly pay rate. The Lower quartile includes the lowest paid 25% of the workforce; the Upper quartile contains the highest 25% of the workforce and so on. ForFarmers has small gaps within the quartile but the spread between lower and upper quartile will impact the total gap. The mean hourly rate for women is £2.96, and the median £2.57.



What do we plan to do?

What we're already doing:

Recruitment: Where there may be areas of the business which have historically been male dominated, we are introducing methods to improve a balance and recruiting females into more senior positions.

Reward and Career Frameworks: We are working on a structured career and reward framework to bring balance and test the appropriate reward by role and grade

Training: For all employees we offer company specific academies in addition to other training opportunities. Our Learning and Development Portal is now in use to ensure easy access to all courses the company can offer.

Our Culture: We are committed to building a culture where all employees are PROUD and feel included and we are doing this by involving and communicating with our employees through regular roadshows and other routes of communication.

How are we going to improve?

Promote Apprenticeships to encourage new talent into the industry.

Succession planning is always vital in promoting equal opportunities and progressing to a more inclusive workforce.

Continuous improvement of recruitment processes to create a more diverse workforce, including new objective assessment tools.

Diversity as an ambition under our new 5 year strategic plan and reviewing our Diversity information from our Engagement survey to drive future plans

Declaration

We confirm that the information reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report covers employees at all levels of the ForFarmers UK business.

Gail Adams
UK HR Director

"We are proud of the efforts we have made over the past 5 years in working towards creating a more diverse workforce with opportunities for all. We as a business continue to make positive steps forward in ensuring all groups are paid fairly and equitably regardless of gender. We continue to take steps towards improving the culture and providing equal opportunities at all levels and we will continue to drive initiatives that improve this further. We are committed to driving positive change within ForFarmers."



Steven Read
Managing Director

