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A Family Baker

Greenhalgh's Craft Bakery Ltd – Gender Pay Gap Report 2020

UK companies with over 250 employees have to report on their gender pay gap annually.

At Greenhalgh's Craft Bakery Ltd, we are committed to treating our employees equally and ensuring that everyone – no matter what their background, race, ethnicity, gender or other protected characteristic – has an opportunity to develop. We are certain that any gender pay gap is not caused by men and women being paid differently to do the same job, but will be driven by the structure of our workforce.

Gender Pay & Bonus Pay Gap

As of the snapshot date (5 April) the table below shows the overall mean and median gender pay gap and bonus pay gap based on hourly rates of pay. The percentage shown is the difference in the overall mean and median pay and bonus between men and women.

Difference between men and women

	Mean (Average)	Median (Mid-Range)
Hourly Pay Gap	5.01%	0%
Bonus Pay Gap	0%	0%

Our mean gender pay gap has decreased compared with the prior year.

Proportion of males and females receiving a bonus payment

Proportion of males receiving a bonus payment	0%
Proportion of females receiving a bonus payment	0%

Proportion of males and females in each pay quartile

We have divided the workforce into four equal size pay quartile bands. The table below shows the proportion of males and females within each quartile band expressed as a percentage.

GREENHALGH'S CRAFT BAKERY LTD
LOSTOCK • BOLTON • BL6 4BU • LANCASHIRE • TEL: 01204 696204 • FAX: 01204 669061
EMAIL: info@greenhalghs.com WEB: www.greenhalghs.com
V.A.T. REGISTRATION NO. 146 4250 79 REGISTERED IN ENGLAND 580014



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Proportion of male employees in upper quartile band	42.48%
Proportion of female employees in upper quartile band	57.52%
Proportion of male employees in upper middle quartile band	27.63%
Proportion of female employees in upper middle quartile band	72.37%
Proportion of male employees in lower middle quartile band	15.69%
Proportion of female employees in lower middle quartile band	84.31%
Proportion of male employees in lower quartile band	54.19%
Proportion of female employees in lower quartile band	45.81%

In common with many other businesses, particularly those in our sector, we employ many more females than males in front line retail operations. This includes a number of young employees under the age of 20 working on a part time basis, as well as working mothers who elect to work in part-time roles to fit around childcare.

I can confirm that the data contained within this report is accurate.

RD LYONS

FINANCIAL DIRECTOR