

Introduction

Section 78 of the Equality Act 2010, the Equality Act (Gender Pay Gap Information) Regulations 2016, is now in effect and places particular obligations on Employers to assess and report their gender pay gap.

Its provisions make it obligatory for businesses employing over 250 staff to publish information reporting the differences in pay levels between male and female employees. Gender pay reporting is most notably concerned about female representation in certain roles.

The information held in this report relates to **Wynnstay (Agricultural Supplies) Limited** and must be published annually and be displayed on the Company website remaining there for a period of 3 years.

Gender Pay Gap Reporting System

The law requires employers to annually report their average and median pay gaps, the proportion of men and women in each quartile of the pay structure, and the gender pay gaps for any bonuses paid during the year. There are six calculations which must be published.

The payroll data extracted includes employees who are defined as Relevant and Full Pay employees and their Ordinary Pay (including basic pay, hourly pay, productivity bonuses, and shift pay for example) as at the 'Snapshot Date' of 5 April of each year.

Bonuses paid to relevant employees is also calculated and based on payments made during the 12 month period up to the 'Snapshot date'

2021 Report (5 April 2020 data set)

The data set includes 465 males and 255 females (720). The following percentages will be reported to the Government Gender Pay Gap Services Portal:

	Gap
Hourly Rate – Mean	22%
Hourly Rate – Median	16%
Bonus Pay – Mean	50%
Bonus Pay – Median	40%
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	Male
Proportion of M/F paid bonuses	98.5%
Upper Quartile	79.5%
Upper Middle Quartile	76.7%
Lower Middle Quartile	53.3%
Lower Quartile	48.8%

Narrative

A total 784 colleagues were employed on the 'pay snapshot' date, 5 April 2020, with 720 'relevant' personnel included for the purpose of calculating Gender Pay statistics.

The headline percentages continue to be understood as being primarily driven by the expected traditional representation of men in long established positions in agricultural sales, manufacturing, and distribution roles which comprise some 40% of all roles in the data set. Wynnstay boasts an exceptionally low turnover, and the workforce gender split is 65% male and 35% female on 5 April 2020 (a 5% increase in favour of females since 5 April 2017). Additionally, our sales, manufacturing and distribution positions carry working patterns with unsociable hours and pay structures and earnings which include productivity bonuses and overtime.

It is noted that the upper quartile has seen 3.7% more females receiving higher pay in this segment, than the previous year. Management teams ensure the best candidates are selected both internally and externally for key senior roles, some of which have been successfully filled by females during the last year. Additionally, we have noted that the management infrastructure changes made during a cost reduction programme, led to increased opportunity for promotion and female success.

The second quartile has seen a downward shift in female representation, however this is linked to the above statement of females successfully filling senior roles within their respective areas of the business. The third quartile has also seen a downward shift in female representation, however the lower quartile has seen an 18% shift in female employment with higher female representation.

The mean hourly rate gap has seen a minor increase of 1% in favour of our male colleagues during the year, however a respectable 3% reduction in the gap was experienced since the first report was published in 2018. The median hourly rate gap is noted as a 2% shift in favour of our female colleagues. Further a reduction of 4% in this gap indicator has been experienced since the first report in 2018.

Bonus rewards have increased across both genders since the previous report with 98.5% of our workforce receiving rewards, and both the mean and median percentage moving favourably in the direction of our female colleagues. The mean average gap is down from 61% to 50% difference, and the median gap also marked down from 41% to 40%, both in favour of our female

colleagues. This achievement aligns with Wynnstay's efforts in securing and recognising our valuable female colleagues, who support our multi sector, multi discipline business model, which traditionally sits within a male dominated industry.

Wynnstay is committed to its diverse workforce and continues to strive towards equilibrium between the genders.

Our Agenda

Wynnstay's ongoing commitment to reducing the current pay gap continues while deploying various sound management practices in support of fairness and equality through a comprehensive and holistic people management and development framework. Additionally, our Equality & Inclusion Policy has been communicated across the business.

Responsibility for fair and equitable management practice remains with our management teams however governance, audit and control is the responsibility of the central HR function which support management and all staff.

Our focus of equality, fair pay and career opportunity continues into this year, the organisation has implemented plans that engender a commitment to building a diverse and inclusive workplace through providing equal opportunities, while monitoring and governing decision making relating to pay structure, recruitment, and career progression.

Our action plan, which was devised in 2018 in support of reducing the pay gap, includes the following ongoing strategies:

- A strengthened, recognised HR function which supports and promotes evidence based decision making specifically with regards to recruitment, resourcing, career opportunity and reward, while promoting the ethical philosophies, values, and morals of the business

- Encouraging applications for vacancies from an array of backgrounds and experiences, supported by internal training programmes and development opportunities
- Role criteria and job design assessments on a continuous basis, with a conscious desire to upskill lower paid positions
- Pay review assessments on a continuous basis particularly on those occasions where salary proposals and changes result from market forces as necessary to retain talent
- Carry out systematic exit interviews and assessments to audit employment management practice

Accuracy Declaration:

I confirm that the data and information published in this report is true and accurate to the best of my knowledge and has been produced in accordance with the Equality Act (Gender Pay Gap Information) Regulations 2016.

A handwritten signature in black ink, appearing to read 'S. Roberts'.

Samantha Roberts

Personnel Director | Wynnstay (Agricultural Supplies) Ltd