



# ABP UK

## Gender Pay Gap Report 2018

Under the UK Government's Gender Pay Gap Reporting regulation, companies are required to report gender pay statistics for legal entities in Great Britain with more than 250 employees.

ABP UK employs approximately 4,100 people in Great Britain that meet the reporting criteria.

In this report we are sharing the median and mean pay gaps between Male and Female hourly pay and bonuses based on the snapshot date of 5th April 2018.

### ABP UK

At the snapshot date, ABP UK employed a total of 4,149 people in Great Britain.

Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap
14.3%	14.4%	74.6%	28.0%

Proportion of colleagues receiving a bonus in the 12 months preceding the snapshot date:

Male	Female
6.3%	5.9%

ABP UK gender pay gap falls below the national average in terms of the mean and median gender pay gap measure and the median bonus gap.

	ABP UK	National Statistics ASHE 2017
Mean Gender Pay Gap	14.3%	17.4%
Median Gender Pay Gap	14.4%	18.4%
Mean Bonus Gap	74.6%	71.0%
Median Bonus Gap	28.0%	44.1%

The proportion of males and females in each quartile pay band:

Band	Males	Females	Description
1	82%	18%	Includes all employees whose standard hourly rate places them in the upper quartile.
2	78%	22%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
3	64%	36%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
4	58%	42%	Includes all employees whose standard hourly rates places them in the lower quartile.

ABP primarily operates in the meat industry which has a long history of male dominance and under representation of women. ABP UK comprises of 31% female employees which although ahead of the national average of 25%, this imbalance is evident in the gender pay gap analysis above.

Whilst ABP recognises that this could be better and will always strive to reach zero, it is encouraged that by and large the statistics are lower than the national averages and have improved in the 12 months since the last report.

Throughout ABP UK, we are committed to rewarding people fairly and our pay decisions are based on market data and individual performance. As a result, our gender pay gap is lower than the national average.

I confirm that the information and data reported is accurate as at the snapshot date of 5th of April 2018.

**Vanessa Di Cuffa**

People Change Director

4th April 2019