

Gender Pay Report - 2023

Introduction

Section 78 of the Equality Act 2010, the Equality Act (Gender Pay Gap Information) Regulations 2016, 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 within 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 are also calculated and based on payments made during the 12 month period up to the 'Snapshot date'.

2023 Report (5 April 2022 data set)

The data set includes 456 males and 268 females (724). The following percentages will be reported to the Government Gender Pay Gap Services Portal:

	Gap
Hourly Rate – Mean	23%
Hourly Rate – Median	12.9%
Bonus Pay – Mean	58.1%
Bonus Pay – Median	40.7%

	Male	Female
Hourly Rate Upper Quartile	81.7%	18.3%
Hourly Rate Upper Middle Quartile	67%	33%
Hourly Rate Lower Middle Quartile	53.3%	46.7%
Hourly Rate Lower Quartile	50%	50%
Proportion of M/F paid bonuses	87.8%	91.2%

Narrative

A total 789 colleagues were employed on the 'pay snapshot' date, 5 April 2022, with 724 'Relevant' personnel included for the purpose of calculating Gender Pay statistics.

The headline percentages are primarily and continually driven by the traditional representation of men serving long established positions in agricultural sales, manufacturing, and distribution roles, comprise some 40% of all roles in the data set. Our sales, manufacturing and distribution positions carry working patterns with unsociable hours and pay structures and earnings which include productivity pay elements such as bonuses and overtime. Additionally, Wynnstay boasts an exceptionally low turnover, and the data set gender split is 63% male and 37% female on 5 April 2022 (7% swing in favour of females since 5 April 2017).

An overall reduction is experienced of 2% points in mean gap and nearly 10% in median gap since the first report was published in 2018. The 2022 data shows that mean hourly rate gap has increased by 2% points however the median hour rate gap has reduced by 2.1% points during the year.

Management teams ensure the best candidates are selected both internally and externally for all roles including key senior roles. It is noted that all quartiles show a higher representation of females compared to previous reports, apart from the Upper Quartile which is adversely affected by female long term absence. It is positively noted that the lower quartile group shows equal representation of male and female personnel.

Average bonus values have again increased across both genders since the previous report with 97% of relevant and full pay personnel in the data set receiving rewards. The total of our workforce who are females and received an award has slightly increased compared to last years' report, and in contrast the total of males receiving bonus awards has decreased. The mean average bonus gap is slightly up from 56% to 58%, however the median gap is up from 33% to 40.7%, and slightly up from 40% reported in 2021. The mean bonus gap has reduced from 79% and median gap reduced considerably from 74% since reports began.

Wynnstay is committed to its diverse workforce and continues to strive towards gender equality. This report 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.

Our Agenda

Wynnstay will continue its ongoing commitment of reducing the current pay gap 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 responsibility for governance, audit and control is held by a central personnel/HRM function which support management and all staff.

Our focus on equality, fair pay and career opportunity continues as the organisation implements 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 personnel/HRM function which supports and promotes clear, evidence based decision making specifically with regards to recruitment, resourcing, career opportunity and reward and recognition, 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, and take remedial action where needed

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 'SR', with a small horizontal line extending to the right.

Samantha Roberts
Personnel Director | Wynnstay (Agricultural Supplies) Ltd