

# Gender Pay Gap Report 2017

Cerealto UK Limited



# Introduction

## Gender Pay Reporting

For the first time, this year all UK companies employing 250 people or more are required to report on their gender pay gap. Although we are not required to comply with the regulations as our organisation had less than 250 people employed at the data capture date (April 2017) we have chosen to participate as we feel this is the right thing to do.

As a growing employer within the UK we believe it is important for all companies to be transparent about pay and to encourage progress in bridging the pay gap that exists in the UK today.

Across the UK, the Gender Pay Gap shows average hourly earnings are 18.1% lower for women than for men. We are pleased our gap is significantly less than this and we believe that our overriding approach to recruit on the basis of ability and aptitude irrespective of gender contributes to the success of our company.

# What is the difference between Equal Pay and Gender Pay Gap

## **Equal pay:**

Means that men and women in the same employment performing equal work must receive equal pay, as set out in the [Equality Act 2010](#).

## **Gender pay gap:**

Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

As previously mentioned, in the UK there is an overall gender pay gap of 18.1%. This report sets out the position of Gender Pay Gap for Cerealto UK Limited.

# Our Workforce

As a new business we experienced rapid growth of our workforce, increasing by 1000% during the 12-month period 2015 to 2016 and a further 45% during the 12-month period 2016 to 2017. More than 78% of the people we employ in the UK (our colleagues) work in our factory, where the balance of the workforce is male (80:20). Although our gender balance is uneven, we are working on addressing this through our recruitment strategy; always ensuring we select the right skills and competencies for the role without discrimination against either gender.

Our office environment shows a different picture, largely because these types of working environments tend to attract both men and women. Here the balance shifts to female (66:33), with 38% of the senior leadership roles filled by women, a number that has steadily increased in the last year.

# What does our data show?

We pride ourselves on being an open organisation and when deciding how to publish our gender pay gap data, we took the decision to be completely transparent - we feel it is the only way to be.

On the next slide you will see the following information relating to Cerealto UK Limited:

- The mean and median gender pay gap
- The mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each quartile pay band

I can confirm our data contained within this report is accurate.

A handwritten signature in black ink, appearing to be "Rut", written over a light blue circular watermark.

Rut Aranda - CEO  
28 March 2018

# Gender Pay Reporting

## Gender pay gap



## Gender bonus gap



## Proportion of men and women who received a bonus



The data illustrates our mean\* and median\*\* hourly gender pay gap and gender bonus gap, at the snapshot date of 5th April 2017.

The statistics reveal that our men have lower pay than our women, however, the pay gap reverses at the median level. As with our gender bonus gap this is primarily driven by having more women on our leadership team, and these colleagues attract a higher level of pay and bonus.

In Cerealto all colleagues take part in a bonus scheme, subject to having a minimum of 3-months service in the relevant bonus period.

\*The "mean" is the "average" you're used to, where you add up all the numbers and then divide by the number of numbers.  
 \*\*The "median" is the "middle" value in the list of numbers.

# Gender Pay Reporting

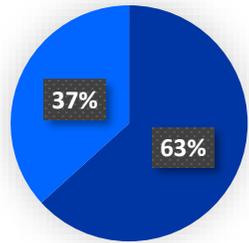
## Quartile Bands

As part of the regulations we are required to show the number of colleagues by gender in each quartile of the company payroll.

These percentages relate to the proportion of men or women in each quartile. Our overall workforce is split men and women 70:30; these charts demonstrate an even distribution across all quartiles.

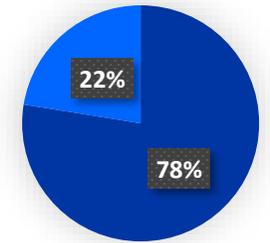
We can confirm our men and women are paid equally for doing equivalent jobs with equivalent experience.

Upper quartile



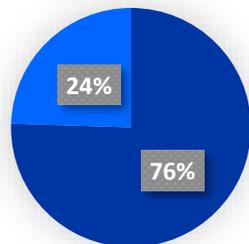
Women Men

Upper middle



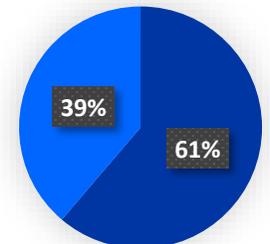
Women Men

Lower middle



Women Men

Lower quartile



Women Men

# Benefits of Gender Diversity

