



Gender Pay Gap Report 2020

Montana Bakery Limited is a leading Manufacture of Artisan and Speciality breads. We are proud that a core factor to our success is the emphasis we place on teamwork and equal opportunity for all our employees. We recognise how diversity within our workplace makes significant contributions to both our business performance and in making Montana Bakery Limited a great place to work.

The Gender Pay Gap is the difference between the average (mean and median) earning of men and women across an organisation. The causes of gender pay gap can be complex but by monitoring the pay gap between men and women, organisations can better understand if there is a gap and, if so, put in place actions to address these gaps.

The data below is a snapshot taken on 5th April 2020

Our mean gender pay gap is 17%. This Gap arises because of unequal distribution of Men and Women across the organisation. The organisation is made up of 70% employees who are male and 30% Females. In common with other businesses and based on our experience; women and men are represented in certain roles e.g. women in production roles and men in engineering (which attracts a higher rate of pay). The gap is not due to our pay structure.

The second reason for the gap is that there are fewer women in middles and senior leadership positions that attract higher rate of pay and bonus.

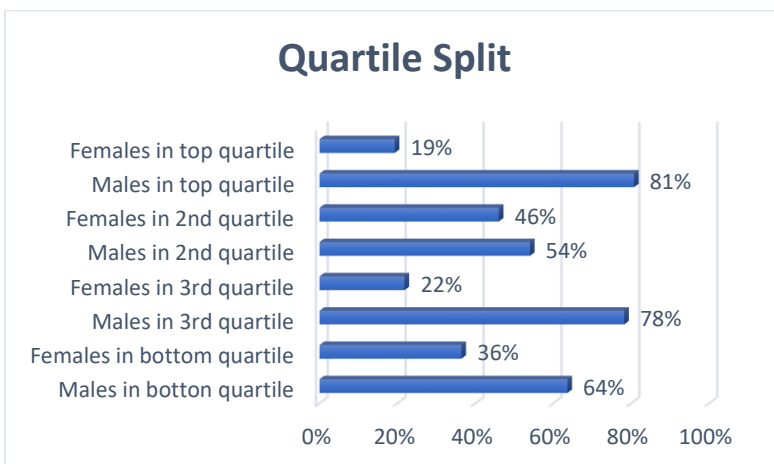
Our Data

| Gender pay Gap | % |
|----------------|------|
| Mean | 17 |
| Median | 6.50 |

Quartile split

This quartile split confirms that we have more men in senior roles.

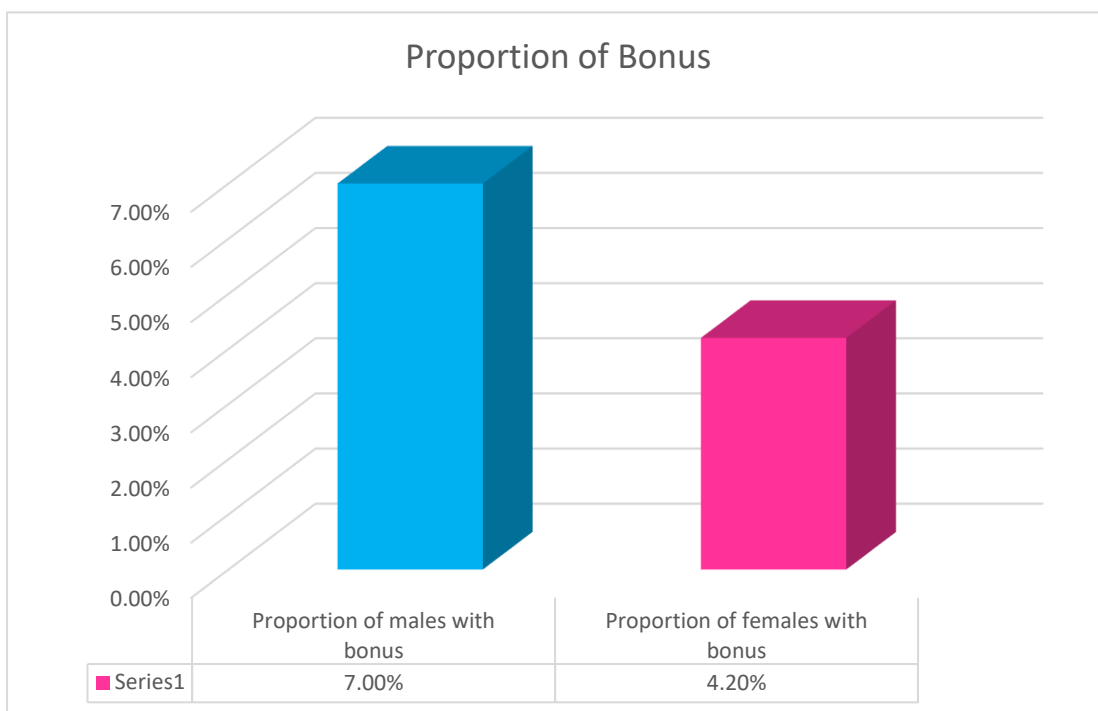
We acknowledge that the organisation has more males than females. The population distribution in the third quartile and lowest quartile is more stable



Bonus Gap

The gender bonus gap is related to the fact that there are more men in middle and senior roles which attract a bonus.

| Bonus Gap | % |
|-----------|------|
| Mean | 28.7 |
| Median | 50 |



Next steps

The gender pay review has shown that we have some areas that we need to focus on, such as gender distribution at all levels. Montana Bakery Limited is committed to Diversity, Equality and inclusion. We aim to recruit and attract the best candidate for the role regardless of gender.