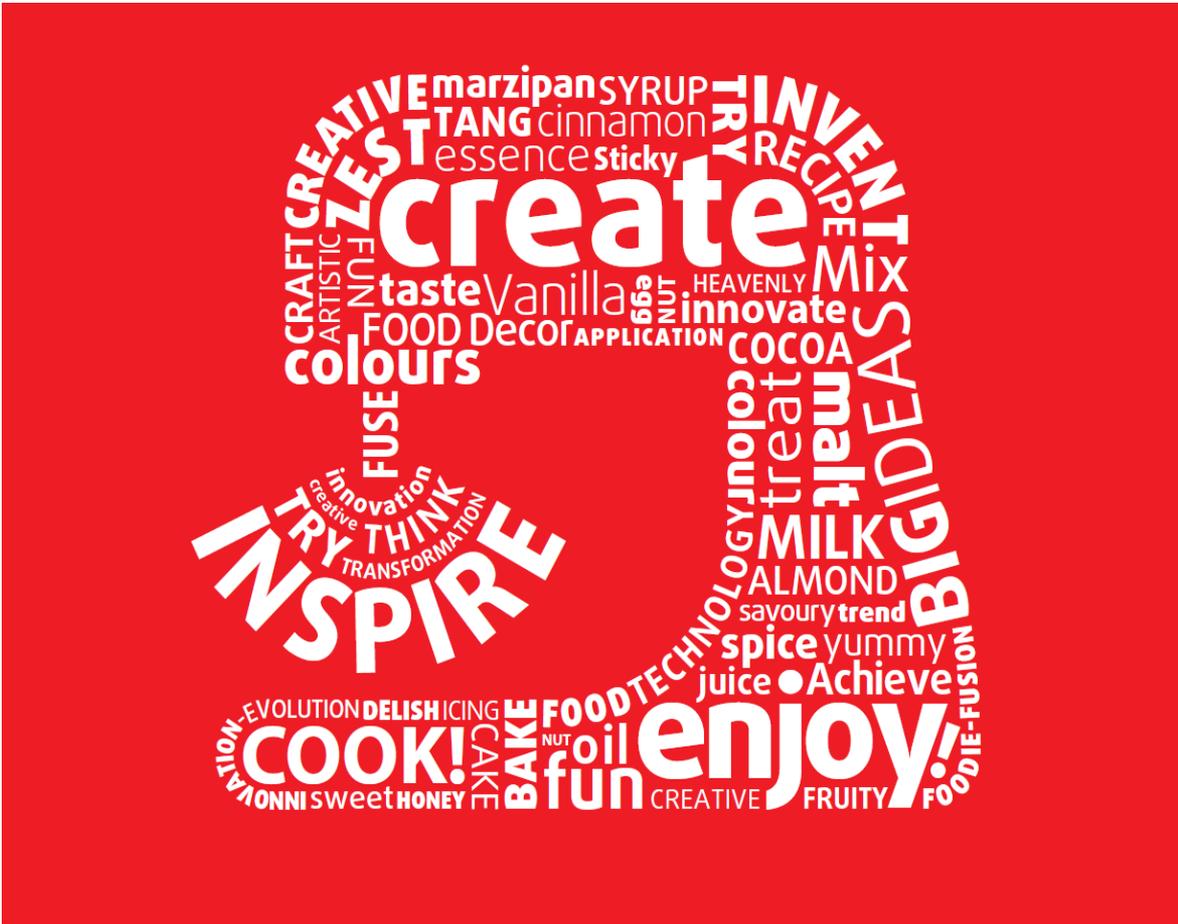


# Real Good Food plc

Cake Decoration • Food Ingredients • Premium Bakery



JF Renshaw Ltd

## Gender Pay Gap Analysis

Data as at 5<sup>th</sup>  
April 2020

# Introduction

At **JF Renshaw Ltd** people are at the centre of everything we do and we have long been committed to eliminating discrimination and encouraging diversity amongst our workforce, where anyone can reach their full potential, and where possible promote from within, encouraging a career focused approach. As an employer we welcome the reporting of the gender pay gap across large employers, being open and transparent about such subjects will encourage not only ourselves but others to make progress in bridging these gaps.

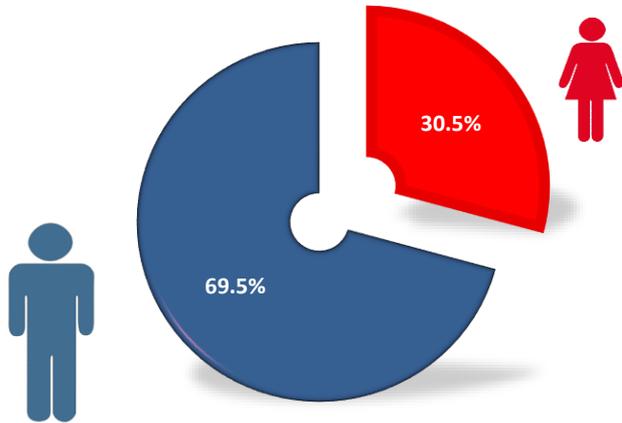
From April 2017, all organisations that employ over 250 employees are required to report annually on their Gender Pay Gap, which is defined as the relative difference in the average gross hourly earnings of women and men. Pay gap reporting was not required for 2020 due to the pandemic. As it has been 2 years since we last reported, this report endeavours to show the difference over the past 2 years as well as reporting on our statistics as at 5<sup>th</sup> April 2021.

As a Food Manufacturer, more than 76% of our colleagues work within our factory, where 70% of the workforce is male. This is in line with the latest ONS data however, overall, it does mean that there is a gender imbalance.

# Our Workforce

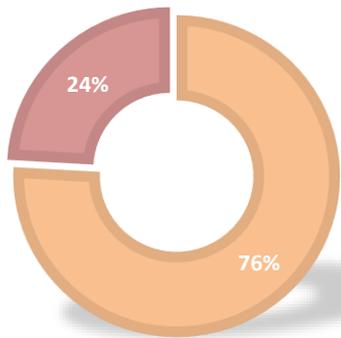


## GENDER SPLIT



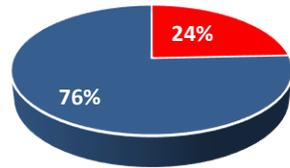
In 2019, JF Renshaw's gender split was 71% male, 29% female. There has been a slight but not significant increase in females employed.

## POPULATION BY FUNCTION

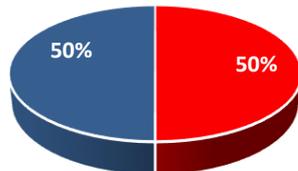


■ Production  
■ Support

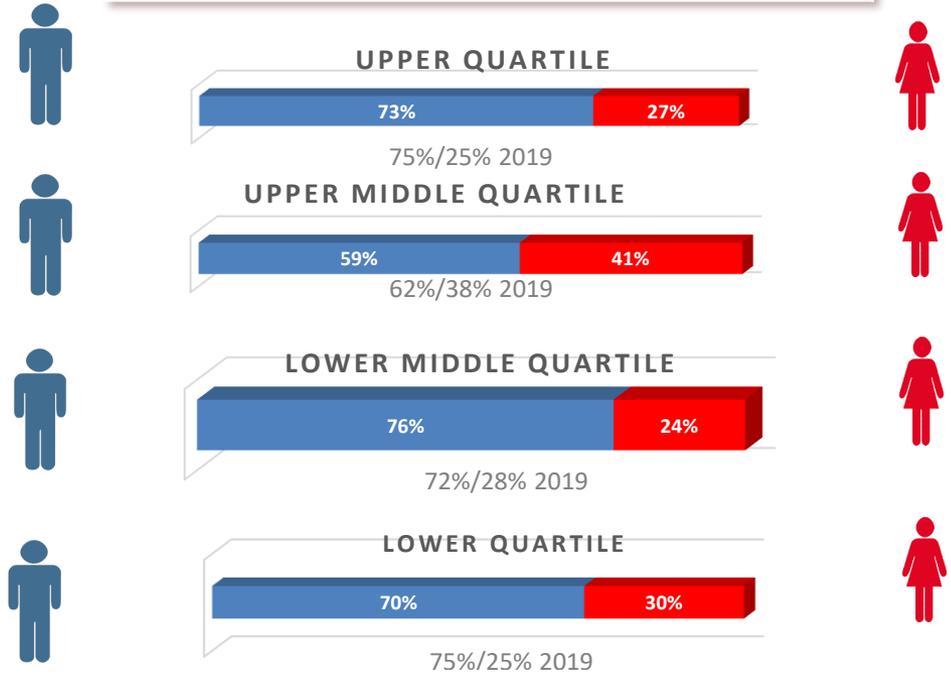
Gender Split - Production



Gender Split - Support



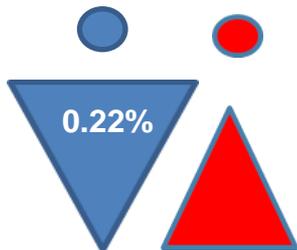
## POPULATION BY PAY QUARTILES



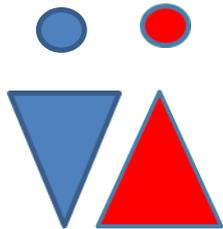
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# Our Gender Pay Gap

## GENDER PAY GAP

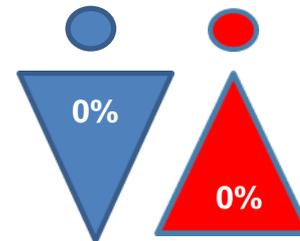


The **mean pay** for men is **0.22% higher** than that of women. This is an improvement on 2019 where there was a 1.82% difference.

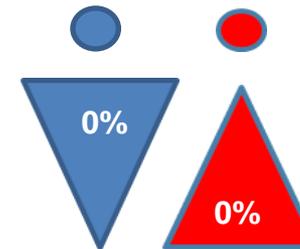


There is no difference in median pay between men and women across the Company as a whole, but when split between production and support, there is a variance (shown on slide 6)

## GENDER BONUS PAY GAP



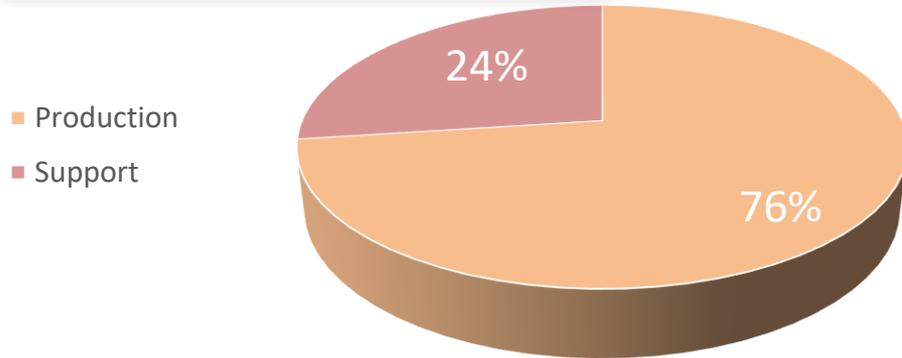
There has been **no bonus** paid at JF Renshaw Ltd for the previous 5 years.



Th difference in mean pay can be attributed to the CEO role being held by a man which causes a slight imbalance

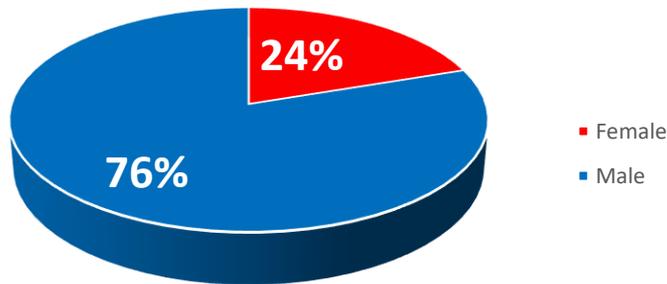
# Gender Split – Operations v Support Roles

OVERALL SPLIT – OPERATIONS V SUPPORT

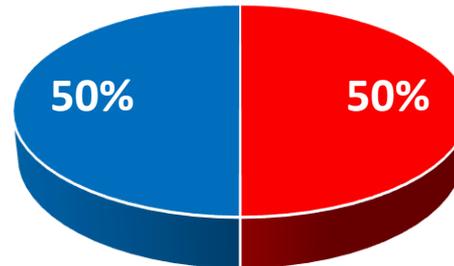


This data is broken down into Operational functions which include Production, Technical, Warehousing and Engineering, and the Support functions which include Finance, HR, R&D and other administrative functions

GENDER SPLIT - OPERATIONS



GENDER SPLIT – SUPPORT FUNCTIONS

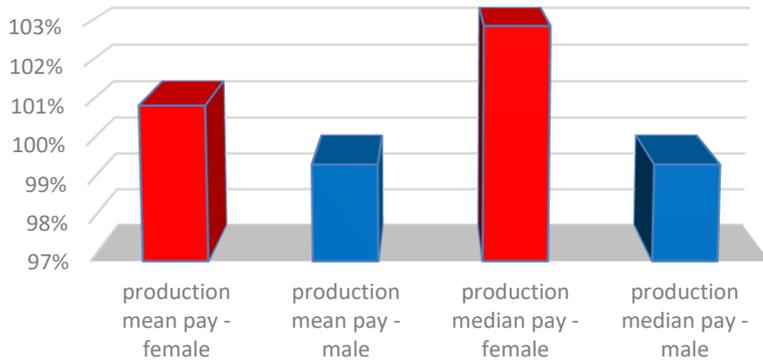


The gender split remains heavily biased towards males within Operations, although there has been a 4% increase in female staff within since last reporting. Previously there has always been a biased towards females in support, but there is now an equal split between men and women in support functions.

# Mean and Median data – Production and Support breakdown



MEAN AND MEDIAN PAY - PRODUCTION

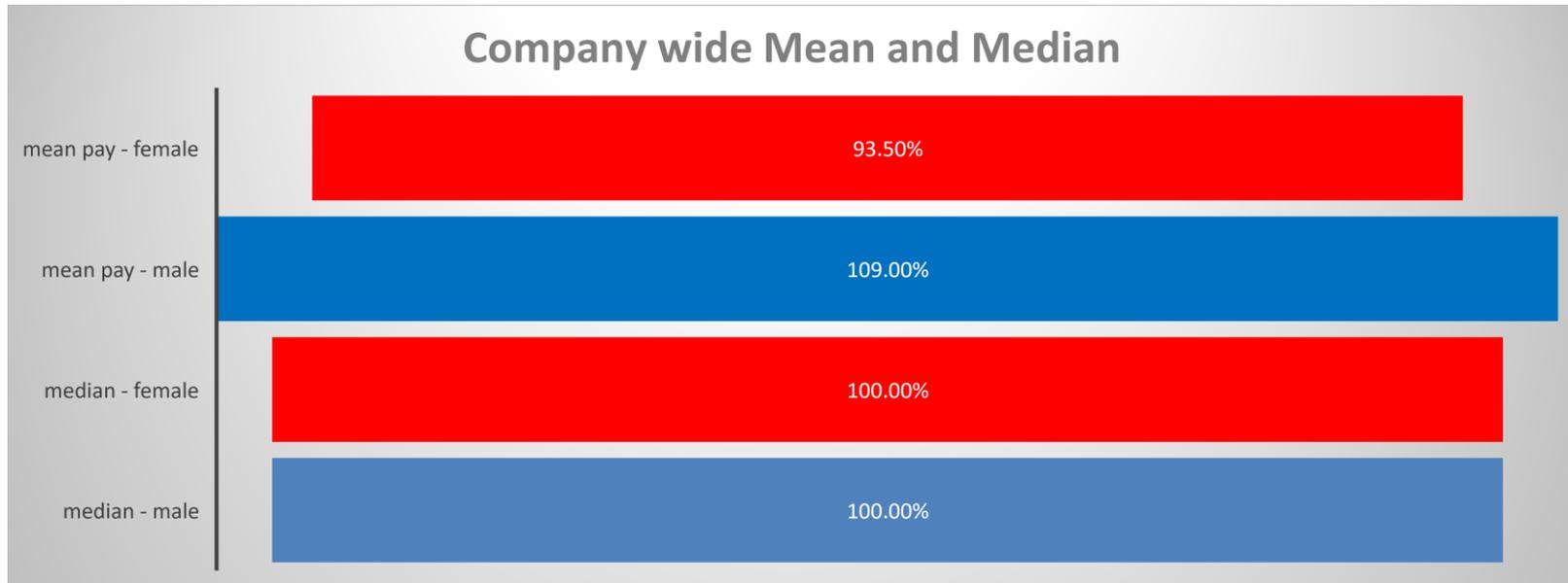


Taking the mean pay as 100%, the company currently pays females on average 101% of mean pay and men 99.5% of mean pay. With median pay, females are paid on average 103% of the median and men 99.5% in production.

For support, taking the mean pay as 100%, the Company pays females an average of 89.5% of mean pay, and men 114%. With Median pay, female are paid on average 85.5% of the median and men 112%



# Mean and Median data – Company wide



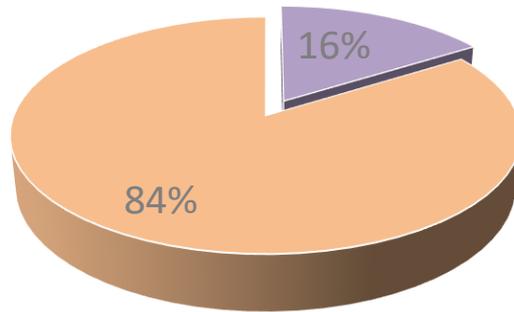
This data gives a truer reflection of the Gender Pay Gap across the business, which shows a significant difference in the Mean pay of male and female colleagues, which can be attributed to the inclusion of support staff data.

Although we can confirm that male and female colleagues are paid equally for doing equivalent jobs, the gaps can be attributed to there being more male colleagues in leadership roles particularly within the support functions than females and therefore being more highly represented.

This is significantly more than the national average and the business does have some way to go to address this.

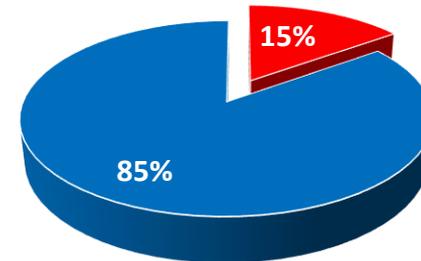
## Gender Split - Management V Non Management Roles

Company split



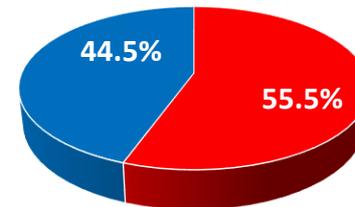
■ Management ■ None Management

Production Management roles



■ Female ■ Male

Support Management roles



■ Female ■ Male

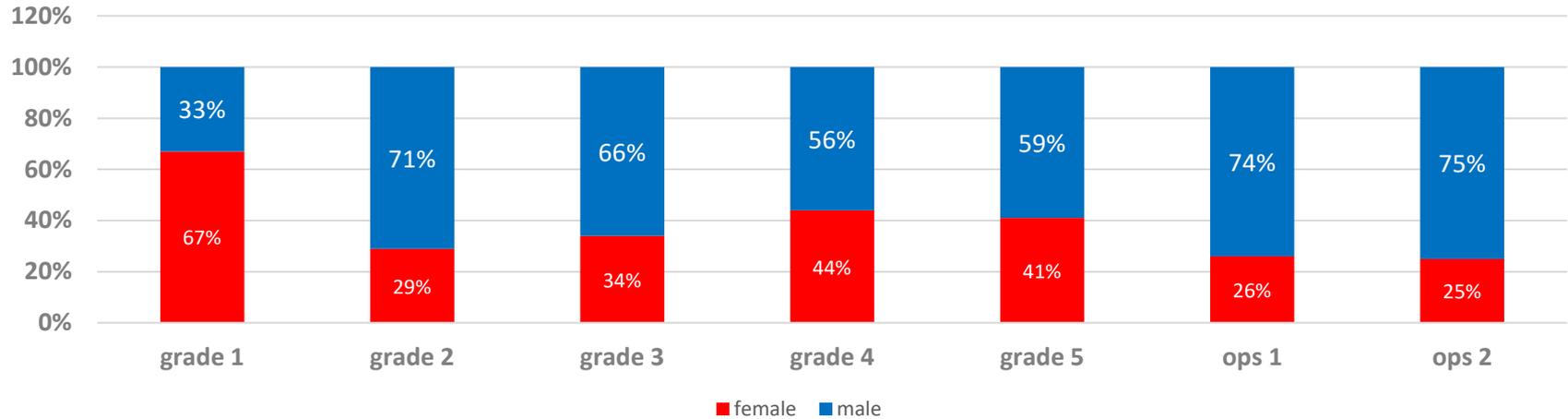
There has been a reduction in management roles since 2019, from 23% to 16%.

This data has been split from the point of view of female v male management roles across all departments on site.

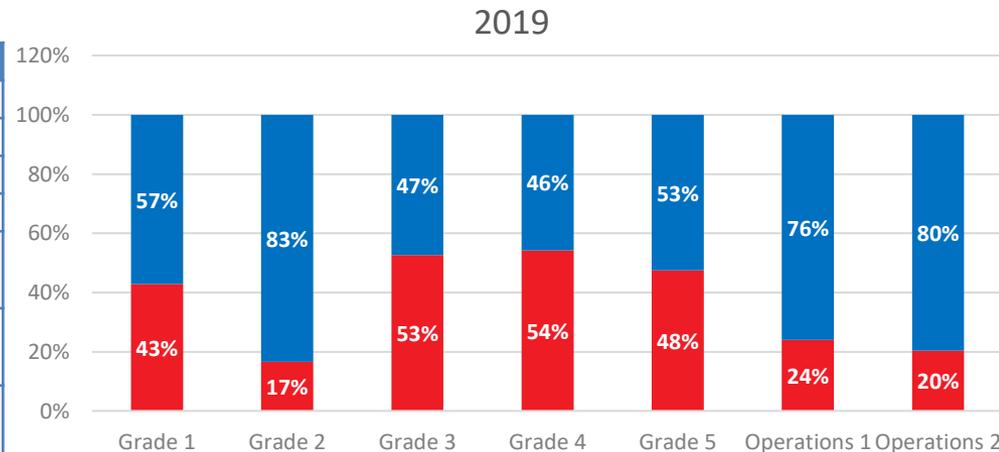
Given the overall gender split figures, it is not surprising that there is a male bias throughout both management roles across the site.

Of the 16% management roles within the business, the data shows that female colleagues representation has increased from 35% to 38% from last reporting.

# Gender Split - Grade



Grade	Level
Grade 1	Director
Grade 2	Functional Head
Grade 3	Functional Manager
Grade 4	Professional Role
Grade 5	Administrative/Support vacancies (including Engineers and Quality Auditors)
Operations 1	Line Leaders within Production and Warehouse
Operations 2	Operatives within Production and Warehouse



The majority of the grades within JF Renshaw Ltd are biased toward male colleagues, but to less of an extent than in 2019. There has been a decrease in female representation in grades 3 to 5 however this can be attributed to promotions in grade 2. In Production, where the majority of staff are, there has been a slight increase in females, but on the whole it remains fairly static.

# Progress And Plans

We have made some progress this year towards achieving better gender balance, and have taken some positive steps to do this, particularly in addressing the previous imbalance of salaries in production between males and females.

There is still more work to be done and at JF Renshaw we are committed to driving this change.

#### DECLARATION

We confirm that the information and data reported are accurate and in line with UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

**STEVE MOON**  
Chief Executive officer

- Increasing the number of women in our production roles.
- Ensuring all policies, procedures and guidelines encourage inclusivity across the business, with a review of family friendly policies.
- A review of the training provided for management roles, particularly recruiting managers.
- Encouraging the widest female talent pool possible.