

NWF AGRICULTURE LIMITED
GENDER PAY GAP REPORT AS AT APRIL 2018



INTRODUCTION

INDUSTRY BACKGROUND

NWF Agriculture Limited is a national supplier of dairy, beef and sheep feeds to UK farmers.

As at April 2018 the Company employed 203 with 52 holding driving positions (25.62%) and 57 employed within mill operations (28.08%). The remaining 46.30% of employees are within Management, Supervisory and Administrative roles.

There are currently 5 employees working part time of which 5 are female.

This report contains the Gender Pay Gap for NWF Agriculture Limited in line with The Equality Act 2010 (Gender Pay Information) Regulations 2017.

The Company is committed to providing equal opportunities to all employees and continues to offer roles on a flexible basis; examples include part-time working, alternative working hours and term time working arrangements and compressed hours.

GENDER PROFILE

The gender profile for NWF Feeds Limited at April 2018 was as follows: -

- Male 158
- Female 45
- Total number of employees 203

AVERAGE (MEAN) GENDER PAY REPORT

The difference in mean (average) hourly rate pay between male and female employees is 26.03%

MEDIAN (MIDDLE) GENDER PAY REPORT

The difference in median (middle) hourly pay between male and female full pay employees is 21.11%

BONUS PAYMENTS

- a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was 83.94%
- b) The difference between the median (middle) bonus pay paid to males and that paid to females was 86.07%
- c) The proportions of male and female employees who received bonus pay was 10.13% male and 24.44% female

Narrative:

- 27 employees received a bonus payment during the preceding 12 months. 16 (59.26%) were male and 11 (40.74%) female.
- All the recipients of bonus payments held full time positions at the date payment was made.
- QD contains the higher salaries and most senior managers therefore average bonus payments are higher.
- The difference between the middle bonus paid to males and that paid to females is £9265.

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

The proportions of male and female full pay employees in the lower, lower middle, upper middle and upper quartile bands were as follows:

Quartile	Female	Male
QD Upper (75 – 100%)	20.00%	80.00%
QC Upper middle (50-75%)	7.84%	92.16%
QB Lower middle (25–50%)	7.84%	92.16%
QA Lower (0-25%)	52.94%	47.06%

Narrative:

- Of the total full pay employees 77.83% were male and 22.17% were female.
- There are 0 females in a senior management position within band QD and 9 males.
- There are 21 middle management roles in QD of which 7 are held by females and 14 by males. This represents a 33.33%/66.67% split.
- The majority of administrative roles are within QA and QB of which 25 (89.29%) are held by females and 3 (10.71%) by males.
- The biggest pay gap between male and female is in within QD which contains the most senior positions within the Company.

Statement of Accuracy

As Managing Director, I am a director of NWF Agriculture Limited and hereby confirm that the above report is accurate to the best of my information, knowledge and belief.



**Andrew Downie
Managing Director
NWF Agriculture Limited**