



INTRODUCTION

INDUSTRY BACKGROUND

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

As at April 2024 the Company employed 239 with 65 holding driving positions (27.20%) and 57 employed within mill operations (23.85%). The remaining 48.95% of employees are within Management, Supervisory and Administrative roles.

There are currently 7 employees working part time of which 3 (1.26%) is male and 4 (1.67%) 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 2024 was as follows: -

- Male 178
- Female 61
- Total number of employees 239

AVERAGE (MEAN) GENDER PAY REPORT

The difference in mean (average) hourly rate pay between male and female employees is 21.32%

MEDIAN (MIDDLE) GENDER PAY REPORT

The difference in median (middle) hourly pay between male and female full pay employees is 9.45%

BONUS PAYMENTS

- a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was 55.47%
- b) The difference between the median (middle) bonus pay paid to males and that paid to females was 56%
- c) The proportions of male and female employees who received bonus pay was 32.02% male and 55.74% female

Narrative:

- 91 employees received a bonus payment during the preceding 12 months. 57 (63%) were male and 34 (37%) female.
- Three recipients of a bonus payment were part time when the 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 £3434.47

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%)	28.3%	71.70%
QC Upper middle (50-75%)	9.43%	90.57%
QB Lower middle (25–50%)	13.21%	86.79%
QA Lower (0-25%)	46.30%	53.70%

Narrative:

- Of the total full pay employees 75.59% were male and 24.41% were female.
- There are 4 females in a senior management position within band QD and 8 males.
- There are 23 middle management roles in QD of which 4 are held by females and 19 by males. This represents a 17.39%/82.61% split.
- The majority of administrative roles are within QA of which 20 (90.91%) are held by females and 2 (9.09%) by males.
- The biggest pay gap between male and female is within QC which contains almost half of Driving 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