



GENDER PAY GAP REPORT 2017



Chilled

Ambient

Contract
Packing

Bonded

www.culina.co.uk

Culina Ambient Ltd - Gender Pay Summary

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to 645 employees in post on 5 April 2017.

Average Pay Gap

Mean gender pay gap in hourly pay	3.71%
Median gender pay gap in hourly pay	4.35%

The Mean Hourly Rate for Men is £11.04

The Mean Hourly Rate for Women is £10.63

This means that on average women working for Culina Ambient Ltd are paid 3.71% less than men.

The key reasons for this is:

- 84.80% of all employees are male, whilst only 15.20% are female.
- A larger percentage of males sit in the Upper Quartile, while a higher percentage of females sit in the Lower Quartile.

The European Human Rights Commission identifies that the Gender Pay Gap for Britain currently sits at 18.1% compared to 3.71% for Culina Ambient Ltd.

The Median Hourly Rate for Men is £10.11

The Median Hourly Rate for Women is £9.67

Mean gender pay gap in bonus pay	-4.39%
Median gender pay gap in bonus pay	0.06%
Proportion of men who received a bonus	19.67%
Proportion of women who received a bonus	9.90%

The above table demonstrates that a larger percentage of men received a bonus than women, but where women received a bonus payment the average amount was marginally higher.

Split by gender by pay quartile

Quartile	Male	Female
Upper Quartile	88.10%	11.90%
Upper Middle Quartile	86.18%	13.82%
Lower Middle Quartile	85.71%	14.29%
Lower Quartile	79.71%	20.29%

Culina Ambient Ltd is an accredited IIP organisation, who promotes personal and career development opportunities, as well as loyalty. We are currently reviewing our job evaluation model which may have an impact on the future gender spread.

Culina Logistics Ltd - Gender Pay Summary

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to 1447 employees in post on 5 April 2017.

Average Pay Gap

Mean gender pay gap in hourly pay	4.43%
Median gender pay gap in hourly pay	9.72%

The Mean Hourly Rate for Men is £11.52

The Mean Hourly Rate for Women is £11.01

This means that on average women working for Culina Logistics Ltd are paid 4.43% less than men.

The key reasons for this is:

- 87.11% of all employees are male, which is not uncommon in a traditionally male dominated industry.
- A larger percentage of males sit in the upper quartile, while a higher percentage of women sit in the lower quartile.

The European Human Rights Commission identifies that the Gender Pay Gap for Britain currently sits at 18.1% compared to 4.43% for Culina Logistics Ltd.

The Median Hourly Rate for Men is £10.80

The Median Hourly Rate for Women is £9.75

Mean gender pay gap in bonus pay	-37.15%
Median gender pay gap in bonus pay	-139.86%
Proportion of men who received a bonus	14.97%
Proportion of women who received a bonus	15.71%

The table above demonstrates that a higher proportion of women were awarded a bonus than men and that the mean and median amount paid to women was higher.

Split by gender by pay quartile

Quartile	Male	Female
Upper Quartile	87.38%	12.62%
Upper Middle Quartile	91.36%	8.64%
Lower Middle Quartile	93.00%	7.00%
Lower Quartile	76.74%	23.26%

Culina Logistics Ltd is an accredited IIP organisation, who promotes personal and career development opportunities, as well as loyalty. We are currently reviewing our job evaluation model which may have an impact on the future gender spread.

Great Bear Distribution Ltd - Gender Pay Summary

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to 1919 employees in post on 5 April 2017.

Average Pay Gap

Mean gender pay gap in hourly pay	2.7%
Median gender pay gap in hourly pay	5.8%

The Mean Hourly Rate for Men is £11.20

The Mean Hourly Rate for Women is £10.89

This means that on average women working for Great Bear Ltd are paid 2.7% less than men. The key reasons for this is:

- 81.5% of all employees are male, which is not uncommon in a traditionally male dominated industry.
- A larger percentage of males sit in the Upper Middle and Upper Quartiles, whilst a higher percentage of females sit in the Lower Quartile.

The European Human Rights Commission identifies that the Gender Pay Gap for Britain currently sits at 18.1% compared to 2.7% for Great Bear Distribution Ltd.

The Median Hourly Rate for Men is £10.15

The Median Hourly Rate for Women is £9.56

Mean gender pay gap in bonus pay	30.0%
Median gender pay gap in bonus pay	41.7%
Proportion of men who received a bonus	18.9%
Proportion of women who received a bonus	36.9%

The table above demonstrates that a higher proportion of women were awarded a bonus than men in the reporting year, however the mean and median amount paid to women was lower.

Split by gender by pay quartile

Quartile	Male	Female
Upper Quartile	82.6	17.4
Upper Middle Quartile	88.5	11.5
Lower Middle Quartile	81.7	18.3
Lower Quartile	75.7	24.3

Great Bear Distribution Ltd is an accredited IIP organisation, who promotes personal and career development opportunities, as well as loyalty. We are currently reviewing our job evaluation model which may have an impact on the future gender spread.

IPS Ltd - Gender Pay Summary Ltd

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to 507 employees in post on 5 April 2017.

Average Pay Gap

Mean gender pay gap in hourly pay	15.11%
Median gender pay gap in hourly pay	0.98%

The Mean Hourly Rate for Men is £12.31

The Mean Hourly Rate for Women is £10.45

This means that on average women working for IPS Ltd are paid 15.11% less than men. The key reasons for this is:

- 63.75% of all employees are male compared with 36.25% females.
- A larger percentage of males sit in the Upper Quartile, while a higher percentage of females sit in the Lower Quartile.

The European Human Rights Commission identifies that the Gender Pay Gap for Britain currently sits at 18.1% compared to 15.11% for IPS Ltd.

The Median Hourly Rate for Men is £9.18

The Median Hourly Rate for Women is £9.09

Mean gender pay gap in bonus pay	88.70%
Median gender pay gap in bonus pay	26.50%
Proportion of men who received a bonus	13.83%
Proportion of women who received a bonus	7.14%

The table above demonstrates that a higher proportion of men were awarded a bonus than women in the reporting period, and that the mean and median amount paid to men was higher.

Split by gender by pay quartile

Quartile	Male	Female
Upper Quartile	76.92%	23.08%
Upper Middle Quartile	55.93%	44.07%
Lower Middle Quartile	73.50%	26.50%
Lower Quartile	48.72%	51.28%

IPS is an accredited IIP organisation, who promotes personal and career development opportunities, as well as loyalty. We are currently reviewing our job evaluation exercise, which may have an impact on the future gender spread.



Richard Berry, Group HR Director