



# BIG BEAR CONFECTIONERY GENDER PAY REPORT April 2017



# FOREWORD



Big Bear Confectionery UK, at the time of this report was a wholly owned subsidiary of the Raisio Group, whose Head Office is based in Finland. BBCL, whose 4 sites are based in the UK, produces some of the nation's favourite confectionery brands, within the Food Manufacturing Sector, manufacturing high quality products throughout our production facilities. We employ in excess of 400 employees within the UK operation, with a turnover of £45 million

This report summarises our Gender Pay Gap which is the difference in average earnings between men and women across all roles. This is different to the statutory requirement for Equal Pay which legislates that the same rate of pay must be given to men and women where the work they do is similar or of the same value.

This report is a snapshot taken at 5 April 2017, which relates to the pay period 2016/2017.

We confirm that the information reported is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and we look forward to reporting on progress against our five areas of focus in the next annual report.

Alison Bettac  
UK HR Director for Big Bear Confectionery  
April 2018

# GENDER PAY RESULTS OVERVIEW

## OVERALL PAY GAP RESULTS

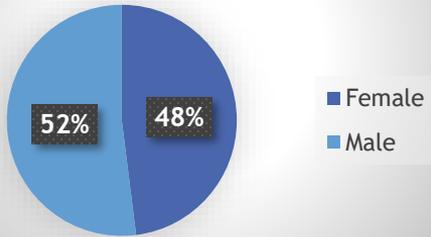
Mean Gender Pay Gap	26.27%
Median Gender Pay Gap	10.93%
Mean Gender Bonus Gap	bonus was not paid within the parameters required to calculate the median gender bonus gap
Median Gender Bonus Gap	99.93%

*NB :The figures set out in the table have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

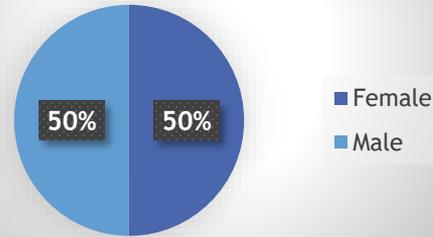
Big Bear Confectionery acknowledges the fact that its median gap at 26.27% is above the manufacturing average of 22% and the National Average at 18%, however is committed to taking proactive action to improve the overall gender pay gap within the organisation. The median gender bonus gap for Big Bear Confectionery is, 99.93%.The proportion of men at Big Bear Confectionery who received a bonus was 4.12% and the proportion of female employees receiving a bonus was 0.85%.This reflects the higher proportion of men at Board Level which attract a performance bonus.

# GENDER PAY QUARTILES

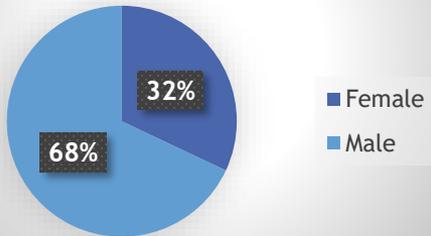
## Band A - Lower Quartile



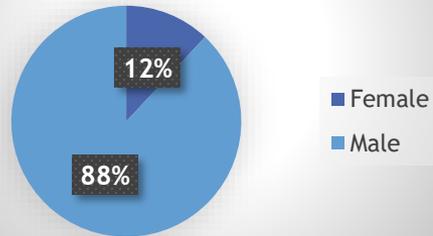
## Band B - Lower Middle Quartile



## Band C - Upper Middle Quartile



## Band D - Upper Quartile



The charts to the left show how Big Bear Confectionery's workforce is divided into four groups based on pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In common with most employers with a pay gap, the main reason for the gap in Big Bear Confectionery is the balance between men and women in more senior roles and this is clearly reflected in our higher paid quartile data.

Big Bear Confectionery gender pay gap is the result of the roles in which men and women work, within the organisation and the salaries that these roles, and the subsequent skill-sets these require, attract.

# WORKING TOWARDS CLOSING THE GENDER PAY GAP

**Our key focus areas across Big Bear Confectionery will be :**

- Establish a set of measurements to monitor our gender diversity performance for regular reporting at our Management Board, these will include recruitment, promotion and attrition
- Review how we can provide opportunities for flexibility at all levels in both production and office environments to enable more women to remain and progress in the workplace.
- Develop guidance for working parents so that we can support the transition back to work after taking time out for family.
- Engage and train senior managers to mentor and support our female talent to identify opportunities and prepare them for more senior roles.
- Review our compensation and benefits scheme by evaluating job roles and pay grades as necessary to ensure a fair structure.

These initiatives will, over time, help reduce the gender pay gap; Big Bear Confectionery is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making, coupled with the identifying any opportunities for improvement.