



# BIG BEAR CONFECTIONERY GENDER PAY REPORT April 2018



# FOREWORD



Big Bear Confectionery UK, at the time of this report was a wholly owned subsidiary of the Valeo Group, whose Head Office is based in Dublin. 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 2018, which relates to the pay period 2017/2018.

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  
February 2019

# GENDER PAY RESULTS 2018 OVERVIEW

## OVERALL PAY GAP RESULTS 2018

Mean Gender Pay Gap	19.65%
Median Gender Pay Gap	-6.35%
Mean Gender Bonus Gap	84.22%
Median Gender Bonus Gap	-31.50%

*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.*

### 2018 Result

The mean pay gap is 19.65%, and whilst it is now below the manufacturing Average of 22.8%, it still remains above the National Average at 14.98%, however, we remain committed to taking further proactive action to improve the overall gender pay gap, by implementing the actions specified within this report.

The proportion of males at Big Bear Confectionery who received a bonus was 9.13% and the proportion of female employees receiving a bonus was 4.32%, which, still indicates that there is a higher proportion of males within the business who attract a bonus.

However, it should be noted that the detail behind the dataset above is not directly related to an appraisal system as this continues to be developed. It may be related to “other factors” for the higher earners in comparison to the Reward Scheme related for the lower earners, which in itself affects the overall distribution of pay between males and females

# GENDER PAY RESULTS COMPARISON – 2017/2018

2017 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 gender bonus gap
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2018 PAY GAP RESULTS	
Mean Gender Pay Gap	19.65%
Median Gender Pay Gap	-6.35%
Mean Gender Bonus Gap	84.22%
Median Gender Bonus Gap	-31.50%

The overall mean pay gap has reduced from 26.27% to 19.65%



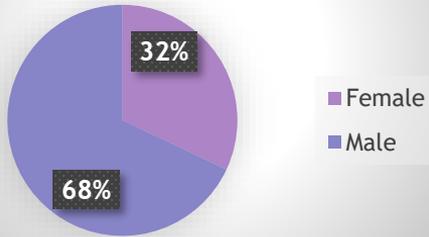
The overall median pay gap has reduced from 10.93% to -6.35%



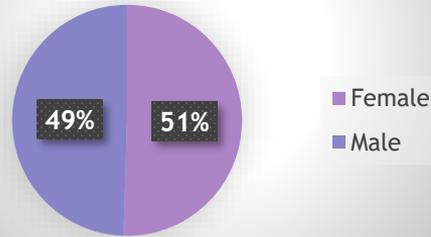
Bonus results are significantly skewed due to the comparison of lower earners receiving reward payments and the high earners group who have received bonus payments for other non standard performance related activity

# GENDER PAY QUARTILES

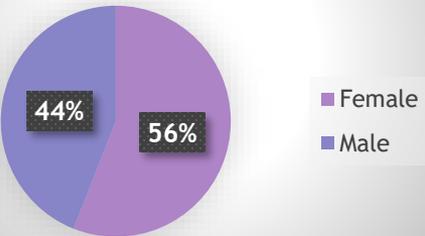
## Band A - Lower Quartile



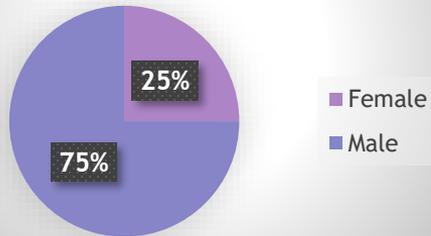
## Band B - Lower Middle Quartile



## 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 comparison with 2017, there has been a positive swing towards female gender pay in Bands B, C and D due to some standardisation of pay reviews, recognition systems and an increase in female workers across a number of the higher paid skill sets

The male gender pay in Band A has experienced a positive swing, which has been linked to a downturn in female employees being attracted to the lower paid roles. We continue to work on this area to increase the levels.

# WORKING TOWARDS CLOSING THE GENDER PAY GAP

## Our key focus remains committed to:

- Continuing to provide opportunities for flexibility at all levels in both production and office environments to enable more women to remain and progress in the workplace.
- Continuing the provision of compassionate/special leave arrangements.
- Continuing to engage and train senior managers to mentor and support our female talent to identify opportunities and prepare them for more senior roles.
- Further provision of more progression opportunities for female talent within the business
- Continuing to proactively recruit further female talent within the business at all levels
- Complete Stage 2 of the review of our benefits system at all levels and across the sites to ensure the right mechanisms are put in place to attract and retain our talent, this includes a full review of the bonus system
- Undertake a full evaluation of job roles and pay grades as necessary to ensure a fair structure.
- 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
- Develop guidance for working parents so that we can support the transition back to work after taking time out for family.
- Proactively recruiting further female talent within the business at all levels
- Continuing the Development Programmes for aspiring managers

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.