
Branded Garden Products Limited

Gender Pay Gap Report

Branded Garden Products Limited (“the Company”) is required to publish an annual gender pay gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report below is based on the snapshot date of 5th April 2021. For the relevant pay period, the Company employed 163 (2020: 143) full-pay relevant female employees and 64 (2020: 64) full-pay relevant male employees.

Gender Pay Gap

The table below summarises the mean and median gender pay gap percentages:

	2021		2020		2019	
	Mean	Median	Mean	Median	Mean	Median
All employees	22.1%	13.7%	29.3%	20.3%	32.5%	25.3%
National average	14.9%	15.4%	13.9%	14.9%	16.3%	17.4%

The majority of employees in our company are female and undertake non-managerial roles in despatch, packing and customer care. These roles are hourly paid and the hourly pay rate is the same regardless of gender, and only differs based on pay grade. We offer flexible working, supporting family-friendly employment. Due to the high proportion of females in such roles within the company, the mean and median gender pay gap exceeds the national average.

Bonus Gender Pay Gap

The table below summarises the mean and median bonus gender pay gap percentages:

	2021		2020		2019	
	Mean	Median	Mean	Median	Mean	Median
All employees	17.0%	30.0%	-464.7%	-17.2%	-78.8%	32.0%

(negative means the mean bonus for females is higher than for males)

Bonuses were paid to 12 employees in total, being 4.3% of female relevant employees and 7.8% of male relevant employees. Bonuses were paid to employees across the business, from head office to despatch and sales functions, and are performance based.

Pay Quartiles by Gender

	2021		2020		2019	
	Female	Male	Female	Male	Female	Male
Lower	91.2%	8.8%	84.6%	15.4%	89.1%	10.9%
Lower Middle	71.9%	28.1%	80.8%	19.2%	80.9%	19.1%
Upper Middle	73.2%	26.8%	66.7%	33.3%	69.6%	30.4%
Upper	50.9%	49.1%	44.2%	55.8%	47.8%	52.2%

The above table shows the gender split for each quartile of pay, based on the hourly rate of pay for each employee. The first three quartiles are populated by employees working in despatch, packing and customer care roles and the majority of these are female. The Upper Quartile is primarily management roles and we are pleased to have maintained the approximate 50/50 split by gender in such roles.

Management recognise the importance of diversity in the workplace and we provide equal opportunity to all employees within the business through flexible working practices that support family-friendly employment. The high proportion of females in general and in the lower to upper middle pay quartiles in particular is to some extent a reflection of the sector in which the company operates, and this is the primary reason for the mean gender pay gap exceeding the national average. Pleasingly we have been able to maintain a high proportion of females in the upper pay quartiles and we continue to have strong female representation at management and senior management level within the business.

I confirm that the information contained within this report is accurate.

Mike Rees

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Mike Rees
Director, Branded Garden Products Limited
28th January 2022