

## Gender Pay Gap Report

2Agriculture is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

- The mean gender pay gap for 2Agriculture is 13.4%.
- The median gender pay gap for 2Agriculture is 8.5%.
- The mean gender bonus gap for 2Agriculture is 62.9%.
- The median gender bonus gap for 2Agriculture is 0%.
- The proportion of male employees in 2Agriculture receiving a bonus is 89.7% and the proportion of female employees receiving a bonus is 73.3%.

Pay quartiles by gender			
Band	Males	Females	Description
A	89.1%	10.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	95.3%	4.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	98.5%	1.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	93.8%	6.2%	Includes all employees whose standard hourly rate places them above the upper quartile

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

### **What are the underlying causes of 2Agriculture's gender pay gap?**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.



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2Agriculture is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

2Agriculture is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. 2Agriculture's workforce split is 94.2% male and 5.8% female.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy is reflected in the make-up of 2Agriculture's workforce where the majority of front-line customer service and administrative roles are women, while most operators, drivers, technical and management roles are held by men. Most of the roles which typically involve overtime and shift allowances such as operators, drivers and engineers are predominantly undertaken in 2Agriculture by men. This also contributes to the gender pay gap within the organisation. In addition, most of the relatively highly paid roles are held by men and not women. As an organisation, we are actively seeking to address this disparity within our technical and senior roles as outlined below.

The table above depicts pay quartiles by gender. This shows 2Agriculture's workforce divided into four equal-sized groups based on hourly 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). For there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. However, within 2Agriculture, 10.9% of the employees in Band A are women and 89.1% men. The percentage of male employees increases slightly in the remaining bands, but the ratio is fairly consistent throughout and reflective of the ratio of male to female employees across the business.

The mean gender bonus gap at 62.9% is relatively large and reflective of more males being in senior roles within the business however, importantly the median gender bonus gap is 0%.

The proportion of men at 2Agriculture who received a bonus in the 12 months up to 5 April 2017 was 89.7%, while for women this was 73.3%. This was predominantly due to the acquisition of a business part way through the year which was not eligible for a bonus payment. This gap is expected to significantly close for the next report in 2019.

### **What is 2Agriculture doing to address its gender pay gap?**

2Agriculture is committed to reducing the gender pay gap within the organisation by taking the following steps:

- Review of our flexible working policy and processes to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.
- Review of our maternity and paternity policy and procedure to attract and retain staff and support working families.
- Review of our recruitment policy to attract additional female employees to the organisation.
- Create career development opportunities for both current and new female employees which typically comes with enhanced pay.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, 2Agriculture 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.

I, Gavin Berry, Managing Director, confirm that the information in this statement is accurate.

Signed



Date

22/03/18