



Gender Pay Report 2020

Introduction

Employers with 250 or more employees are required to publish gender pay gap information from 2020, based on data from April 2020. This report provides English Provender Company Limited (EPC) with all the necessary results based on current data.

Details

This report has been prepared in line with the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report reflects data for our Newbury and Chester sites combined.

Relevant date: 5th April 2020

Summary of gender pay gap report

The mean gender pay gap for EPC is 17.09%

The median gender pay gap for EPC is 3.68%

The mean gender bonus gap for EPC is 43.85%

The median bonus gender pay gap for EPC is -32.26%

The proportion of male employees in EPC receiving a bonus is 23.55%

The proportion of female employees in EPC receiving a bonus is 15.48%

EPC pay quartiles (number of employees in each band)

Band	Male	Female	Description
1	50.00%	50.00%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	72.73%	27.27%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	62.12%	37.88%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4	72.06%	27.94%	Includes all employees whose standard rate places them above the upper quartile

We believe that EPC has used its best endeavours to provide an accurate picture of its gender pay gap. The figures set out above are based on accurate payroll data supplied by EPC and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information)

A handwritten signature in black ink, appearing to read 'James Logan', written over a horizontal line.

James Logan
Managing Director