

Gender Pay Gap Statement – April 2022(snapshot data)

Under the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017, the Company publishes gender pay gap information.

The gender pay gap is the difference in earnings between men and women regardless of the roles they do. Gender pay is different to equal pay, which looks at the actual differences between people carrying out the same or comparable work.

Baker Perkins is an equal opportunities employer and is committed to the principle of equal pay.

Baker Perkins Gender Pay Results:

Difference in mean hourly rate of pay	10.6%
Difference in median hourly rate of pay	13.9%
Difference in mean bonus pay	68.5%
Difference in median bonus pay	50%
Percentage of males receiving bonus	23.1%
Percentage of females receiving bonus	25%

Employees by pay quartile:

Upper Quartile:

Male	90.5%
Female	9.5%

Upper Middle Quartile:

Male	94%
Female	6%

Lower Middle Quartile

Male	90.5%
Female	9.5%

Lower Quartile

Male	80%
Female	20%

I confirm the above data is accurate and complete.



David Spooner
Managing Director