

Gender Pay Gap Statement – April 2024(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	2%
Difference in median hourly rate of pay	3.1%
Difference in mean bonus pay	81.2%
Difference in median bonus pay	61.6%
Percentage of males receiving bonus	5.7%
Percentage of females receiving bonus	2.6%

Employees by pay quartile:

Upper Quartile:

Male	88%
Female	12%

Upper Middle Quartile:

Male	89.3%
Female	10.7%

Lower Middle Quartile

Male	96%
Female	4%

Lower Quartile

Male	81.6%
Female	18.4%

I confirm the above data is accurate and complete.



Phil Clarke
Financial Director