

# Stonegate

## GENDER PAY GAP REPORT 2023

### Executive Summary

Stonegate Farmers Ltd is an egg packing and production company based out of Lacock. At our Lacock site we pack nearly a billion eggs a year or just under 20 million per week. Alongside this is our Egg Innovation Centre that produces cooked egg products using cutting-edge technology.

We aim to be at the forefront of the food production industry not only through our innovative ideas but also our commitment to being a diverse workplace. Two of our key values being 'one team' and 'diversity', which by extension is a core value of equality. To achieve equality, we must work diligently to reduce the standardised pay gap that we are a part of alongside 79% of other employers in the UK as of 2023.

As this is Stonegate's first year reporting our gender pay gap, we cannot display our efforts made in recent years to reduce the pay gap, however we can state that the mean gender pay gap for hourly pay is 9.86% and the median gender pay gap is 20%. According to the Office for National Statistics (ONS) the median gender pay gap across all positions in 2023 is 14.3%.

Stonegate Farmers prides itself on having a diverse and inclusive workplace environment. With 32% of our workforce being women. We fit within the global average of 33% of working women being in the agrifood sector. Through continued growth and development of opportunities, we hope to exceed this average in the coming years.

The below data will further illustrate the extent of these causes with a further look into reasons for the presented data along with our aims in how to reduce the gender pay gap.

I acknowledge that all the information presented in this document is accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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## Understanding this Report

Under section 78 of the Equality Act 2010 it is compulsory for any business with over 250 employees to publish their gender pay gap data annually. Stonegate has over 250 employees and is reporting as a private company.

The gender pay gap is not an issue of equal pay for those doing the same role but rather an insight into the difference in average pay across a whole organisation. This will offer more insight into how a business employs men and women for different paying roles.

When referring to hourly pay this report will only include full-pay relevant employees from the snapshot date of April 5<sup>th</sup>, 2023.

A full-pay relevant employee is anyone who received their monthly or weekly wage without having unpaid leave or sick pay.

A relevant employee includes all employees who received pay during that period but lost wages due to unpaid leave sick pay and therefore is only relevant for bonus pay calculations.

This report will refer to four quartiles – Upper, Upper Middle, Lower Middle, and Lower. Each quartile contains as close to even of a split as possible with 112 people in each of the first three quartiles and 113 people in the fourth quartile. To discern who fits into each quartile, every employee's hourly wage was ordered in a list then split into sections of 112. There was one remaining individual after the sections were made, hence the extra person in the lower quartile. If employees were on the same wage but split across different quartiles, then we distributed genders as equally as possible in each quartile to allow for fairer results.

From each quartile the total of number of men and women was counted then put into percentages. From this their mean and median hourly and bonus pay was calculated.

Mean hourly pay is calculated by adding up the total of all hourly pay for each gender then dividing by the total number of individuals of that gender.

Median hourly pay is calculated by ordering each gender from lowest to highest in order of hourly pay then locating the employee in the middle of the list. Median pay is often more accurate as it stops a small percentage of high salaries from skewing the data.

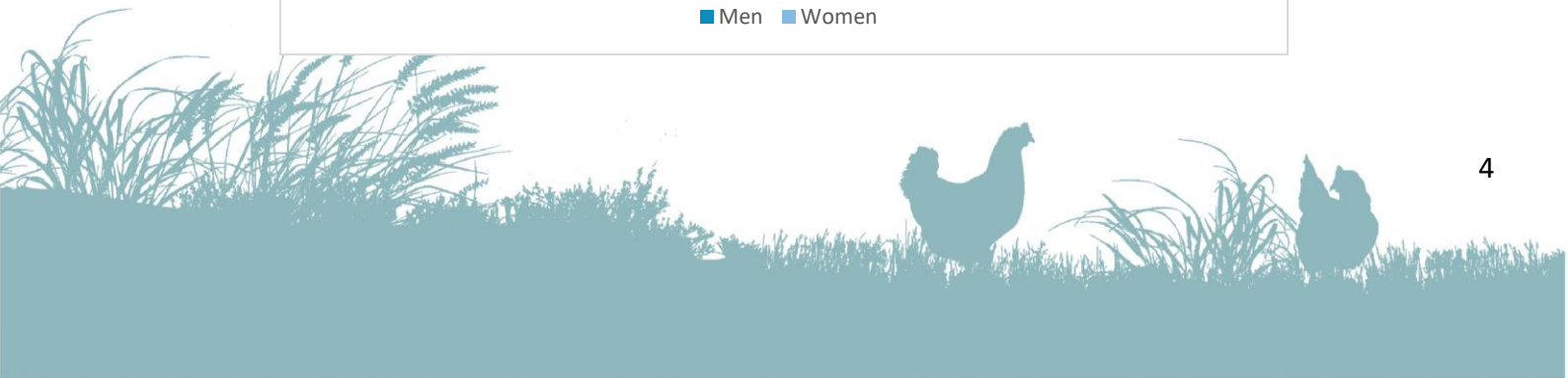
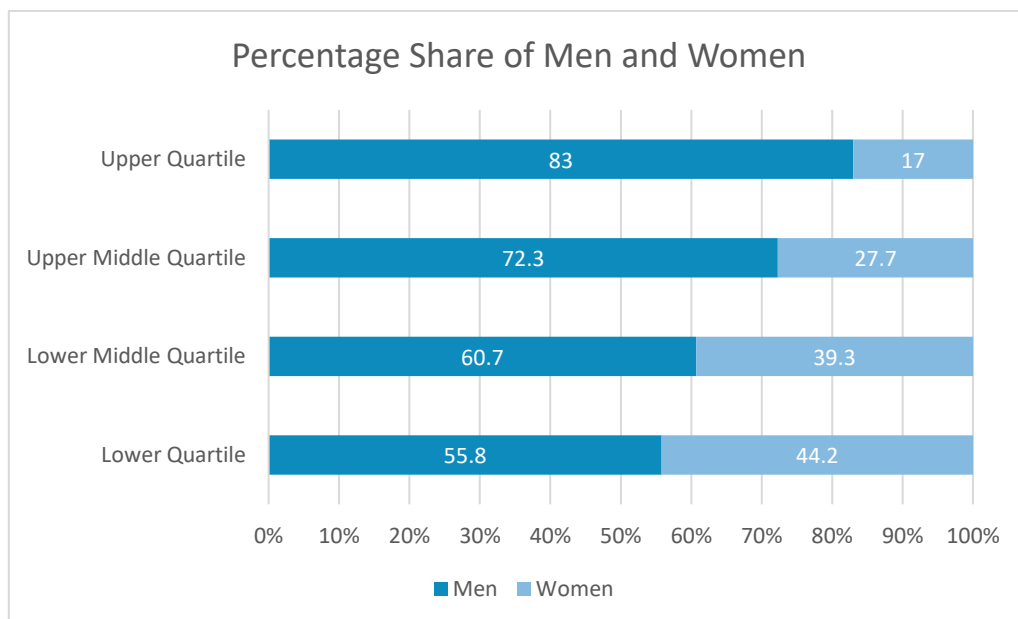
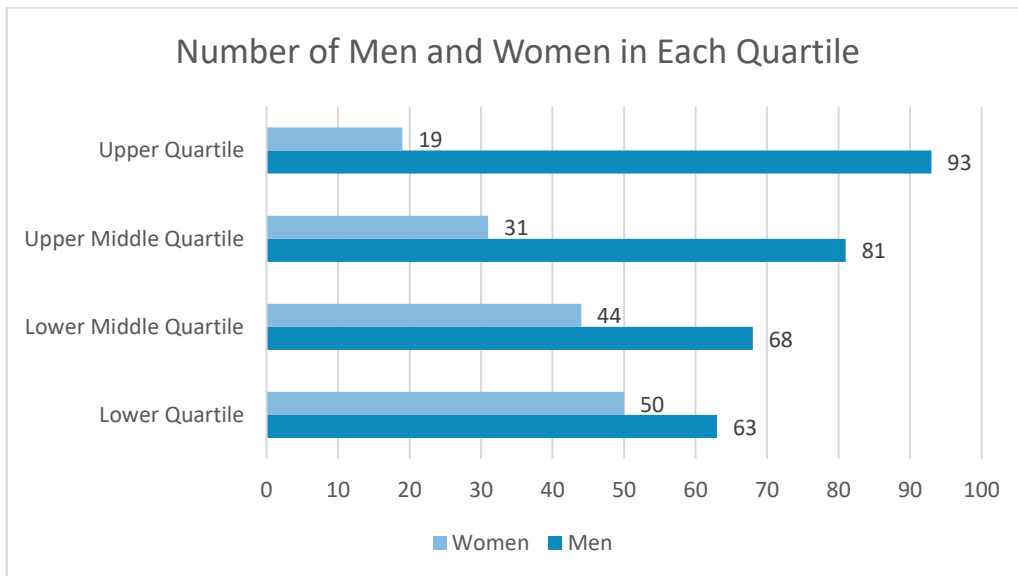


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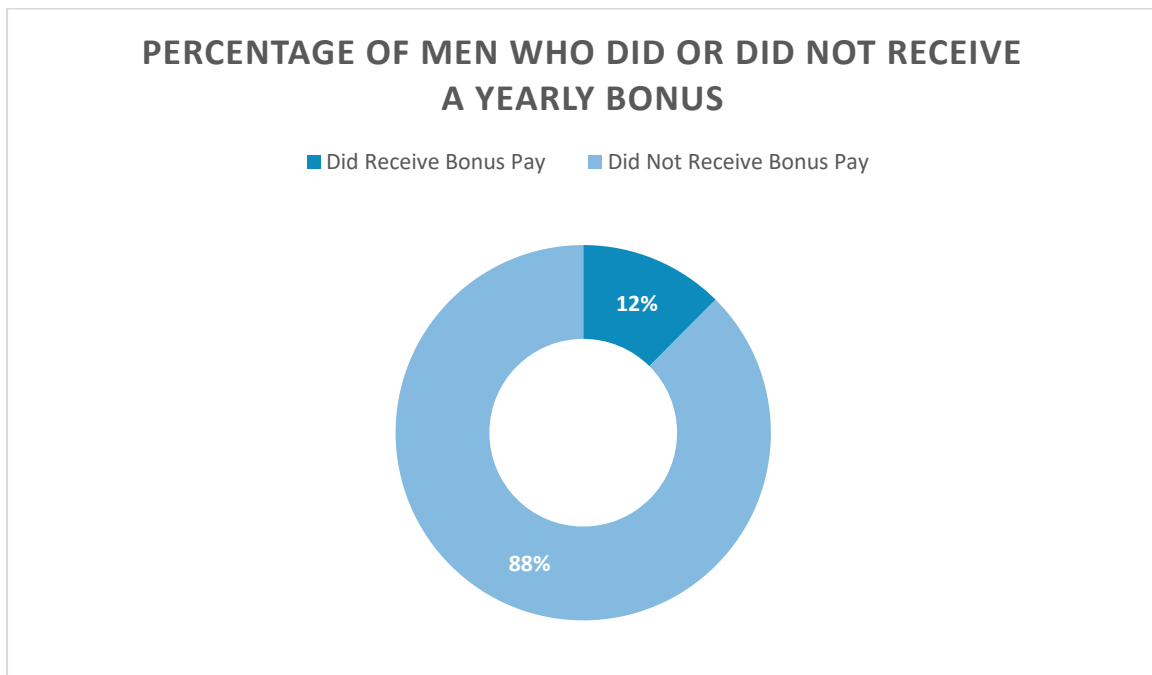
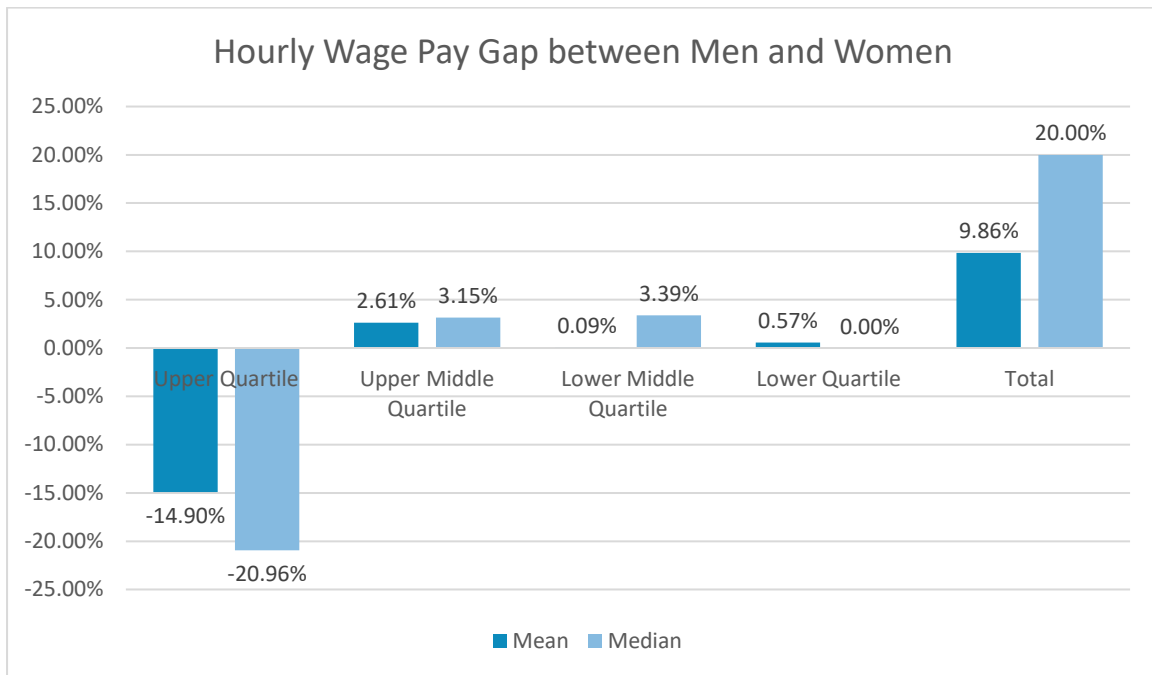
Mean and median bonus pay is calculated in a similar way to hourly, however the included employees are only those who received bonuses during the 12 months before the snapshot date.

The gender pay gap is then presented as a percentage of how much less a woman is paid than a man. A positive percentage indicates how much of a pound a woman is paid less, whereas a negative percentage indicates how much of a pound a woman is paid more.

## Stonegate Farmer's Gender Pay Data



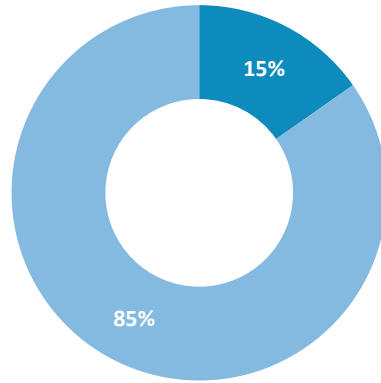
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## PERCENTAGE OF WOMEN WHO DID OR DID NOT RECEIVE A YEARLY BONUS

■ Did Receive Bonus Pay   ■ Did Not Receive Bonus Pay



## Gender Pay Gap for Bonus Pay

Median Bonus Pay Gap

Mean Bonus Pay Gap

0.00%   2.00%   4.00%   6.00%   8.00%   10.00%   12.00%

Pay Gap of Bonus Pay

■ Gender Pay Gap

11.25%



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## Supporting Narrative

Across Stonegate Farmers, there are a variety of different roles with different pay levels for each role. This is reflected through the four quartiles shown above, with the Upper Quartile reflecting our most Senior management staff to the lower quartile reflecting our entry level staff.

The median hourly pay gap of 20% and the mean hourly pay gap of 9.86% reflects that more men are distributed across the upper two quartiles. It is important to note that as of 2023, 14.3% is the national median gender pay gap. The median wage gap is more reflective of the true pay gap, due to the mean being skewed by the highest wages in the business. At Stonegate Farmers are dedicated to facilitating a more equal workplace and these shortcomings will be addressed through our action plan.

In each quartile there are progressively more men than women, which will affect the data presented in those quartiles in multiple ways:

- More men present in the data will lead to the mean pay for that quartile being lower as highest paid employees in that quartile are negated by lowest paid employees in that quartile, thus bringing the mean down.
- More men being present in each quartile allows for a more even distribution of pay across the business, therefore the mean wage for men will level out. This means the gap between mean and median pay for men is a lot smaller than women's.
- The overall median wage will rise as the median will sit in the higher quartiles for men, whilst it sits in the lower quartiles for women. However, it is important to note that despite the median wage being high overall, the median wage for each quartile is considerably smaller and closer to zero. This is reflective of Stonegate's commitment to equal pay as many roles in each quartile are shared, with the only exception being found in the upper quartile as this is where many salaried staff sit, who have specialised roles that come with unique salaries.

As shown in the above statistics, the figures of men and women counteract each other in each quartile, meaning that more percentage of men sit in the higher quartiles whilst more percentage of women sit in the lower quartiles. This indicates a lack of women present in the skilled positions alongside lower-level management positions as these mainly sit within the middle two quartiles.

This results from women having a 33% share within the agrifood industry, as there are less women within the industry to take up these roles. Along with this, many

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of the positions found within the upper two quartiles are stereotypically roles fulfilled by men such as engineers and drivers.

Moving onto the bonus pay section, there is a higher percentage of women receiving a bonus than men. This again happens for multiple reasons:

- As discussed previously, there is a higher ratio of women in senior positions to those in lower positions when compared to men, meaning that the percentage eligible for a bonus is higher.
- There are more men receiving bonuses but the positions eligible for bonus is limited, therefore the more women receiving a bonus, there will be less men and with more men in the company, there will be a smaller percentage receiving a bonus.

The mean and median bonus pay gap supports this as the mean bonus pay gap is 11.25%, which is indicative of men receiving higher bonuses for holding more senior positions, but the median pay gap is 0% meaning the bonus share is more fairly shared across senior positions.

## Action plan

At Stonegate Farmers, we understand that reducing the gender pay gap is an important aim for our company to work towards. To achieve this, we can set ourselves goals for the upcoming year:

- Aim to employ more women in mid-level skilled positions to increase the median wage for women in our company.  
Skilled positions such as engineers are primarily taken up by men as an industry standard, however this does not mean that women cannot perform the role. Through increased learning opportunities such as apprenticeships, we can look to develop the next generation of engineers here at Stonegate Farmers and help reduce any gender-related stigma.
- Focus on identifying and developing talented women into management positions across the business.  
Through identifying talent across the business, we will be able to recognise those with the potential to progress through the business to higher levels. By identifying talented women to progress, we will not only increase the median wage but also actively encourage the women in our workplace to pursue progression within our company.
- Increase the number of women we employ to meet and exceed the global average for women employed in the agrifood industry.



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By following through with the above aims we will be able to hire more women into the business to exceed the global average of 33%. Whilst we are not outside the average, we at Stonegate Farmers have a will to be the best across all levels of operation and this includes our job sharing.

- Aim to level out the upper two quartiles to have a more even distribution of gender across each level of the business.

As seen above, the number of men and women in each quartile counteracts each other, with representation of women steadily dropping as the quartiles ascend. By actively looking to employ women for positions that reside in the upper two quartiles, we as a business will increase our female workforce, whilst also allowing for a more equal distribution of gender across the four quartiles.

**I acknowledge that all the above information is accurate and conforms with mandatory requirements.**

