

SIMMONS (BAKERS) LTD GENDER PAY GAP REPORTING & SUPPORTING STATEMENT

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our website and a government website.

We have used data from 6th April 2022 to 5th April 2023.

RESULTS

Mean pay gap	24.4%	
Median pay gap	9.5%	
Mean bonus gap	83.8%	
Median bonus gap	63.9%	
	Male	Female
Proportion of different genders receiving bonus payment	18.7%	81.3%
Proportion of different genders in lower quartile	20.6%	79.4%
Proportion of different genders in lower middle quartile	6.1%	93.9%
Proportion of different genders in upper middle quartile	26.0%	74.0%
Proportion of different genders in upper quartile	41.4%	58.6%

