

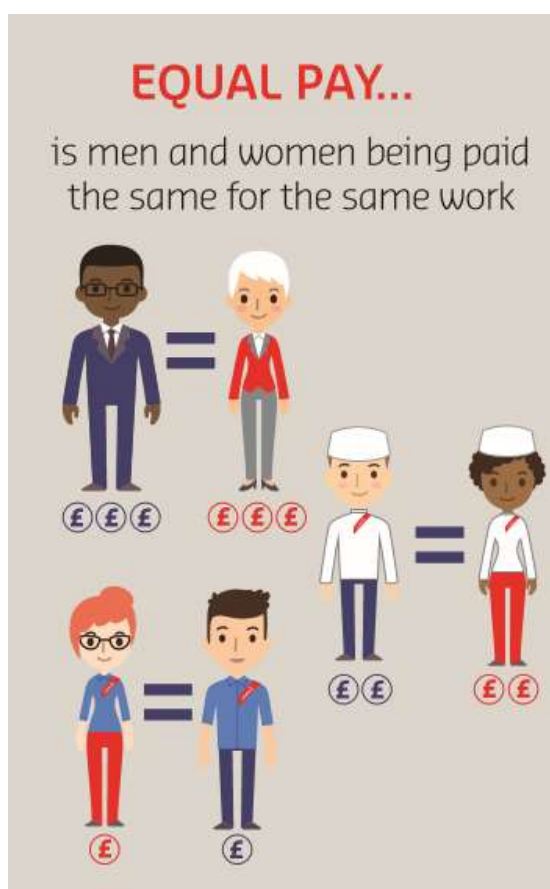
# 2020 Gender Pay reporting

Minor, Weir and Willis operates within the fresh produce sector. This Gender Pay Gap Report is based on data as at 5<sup>th</sup> April 2020. At this date, Minor, Weir and Willis employed 327 staff with 238 [73%] being male and 89 [27%] being female.

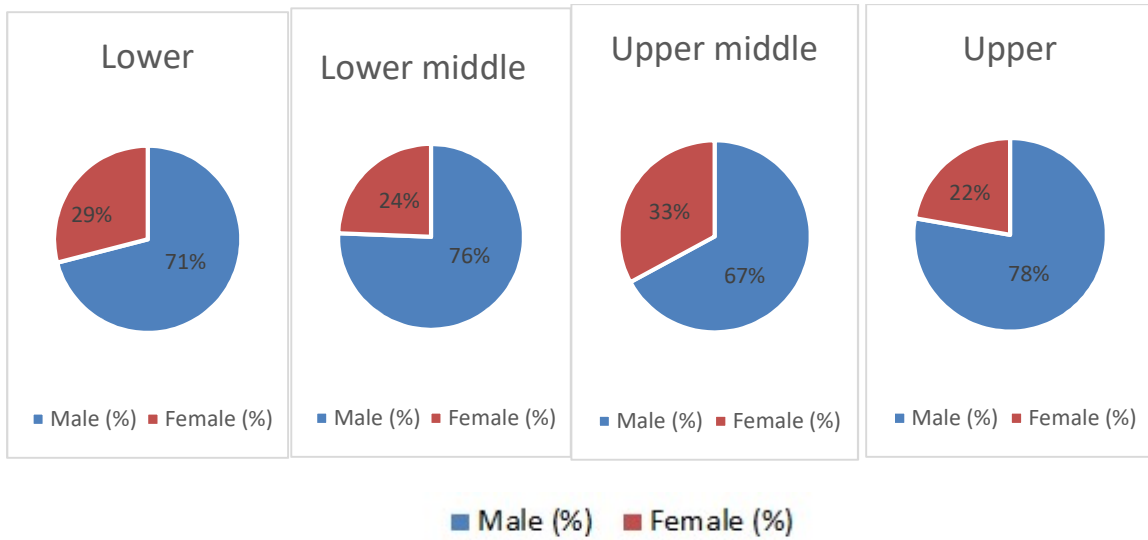
**Our overall mean gender pay gap is 15.99%**

**Median hourly pay difference between male and female employees is 0%.**

Production operatives are paid the same rate according to the role they do. We have an equal pay policy there is no difference between the rates paid to men and women occupying equivalent roles.



## Gender split – pay quartiles:



The pay quartiles above show the proportion of male and female employees in each of the quartile pay bands.

## Bonus information



**10.92% Men getting bonus**



**6.74% Women getting bonus**

**Mean bonus difference between male and female employees** 72.8%

**Median bonus difference between male and female employees** 22%