



# 2022-23 Gender Pay reporting

Minor, Weir and Willis

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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 2022. At this date, Minor, Weir and Willis employed 408 staff with 293 [72%] being male and 115 [28%] being female.

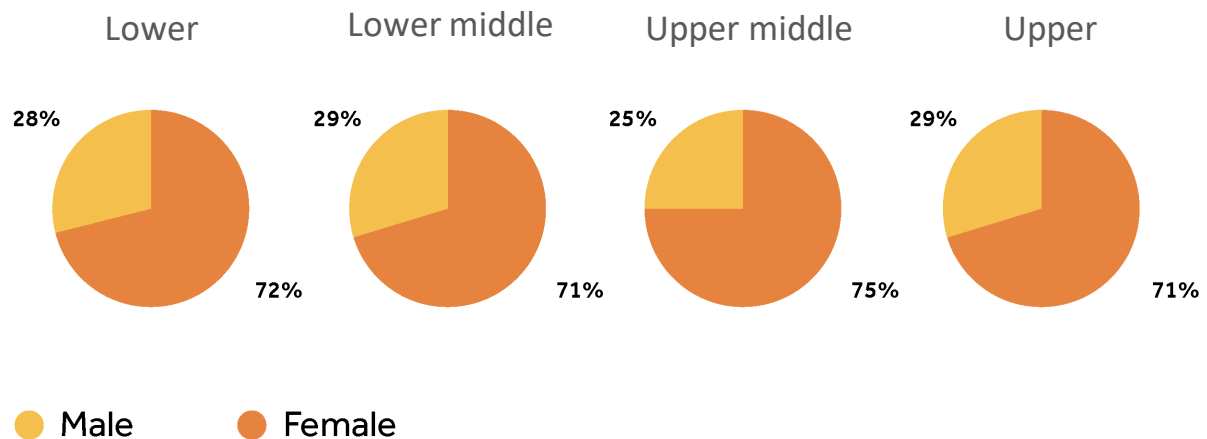
**Our overall mean gender pay gap is 7.44%**

**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



**11.26% Men getting bonus**



**9.56% Women getting bonus**

**Mean bonus difference between male and female employees** 50.39%

**Median bonus difference between male and female employees** 50%