

Artisan
Finnebrogue



**GENDER PAY GAP
REPORT 2022**

OUR DATA AT A GLANCE



Our Workforce

 64%

 36%

Mean Gender Pay Gap

 4.36% 

Median Gender Pay Gap

 2.54% 

For every £1 men
receive, women
receive 96p

OUR WORKFORCE



Our gender pay gap data was collected on the date of 23rd November 2022

At this time there were 1098 employees within the Finnebrogue Group, comprising of 721 men (66%) and 377 women (34%).

The gender pay gap is the difference in the average pay of all men and women across the business, irrespective of their role or level.

OUR PAY QUARTILES

Quartile	Numbers		Percentages		Gap
	Men	Women	Men	Women	
Upper	176	98	64%	36%	9.89%
Upper middle	237	38	86%	14%	0.28%
Lower middle	170	104	62%	38%	-0.29%
Lower	138	137	50%	50%	-1.67%

Our upper quartile gender pay gap is heavily influenced by the structure of our Executive Team, with five male directors. Women in the upper quartile on average earn £1.85 less per hour than men.

In our lower middle quartile women on average earn 3p more than men, whilst in our lower quartile on average women earn 16p more than men. These quartiles are heavily influenced by our role specific pay structure.

OUR MEDIAN GENDER PAY GAP

Median Hourly Pay	Men	Women	Gap
	£10.62	£10.35	2.54%

The median gender pay gap is calculated by comparing what the woman in the middle of the female pay range receives with what the man in the middle of the male pay range receives. The gap is the difference between these two figures.

The woman in the middle of the pay range receives 2.54% less than their male counterpart.

This means that for every £1 a man receives a woman receives 97p.

OUR MEAN GENDER PAY GAP

Mean Hourly Pay	Men	Women	Gap
	£12.38	£11.84	4.36%

The mean gender pay gap is calculated by comparing the average female hourly rate of pay with that of the average male hourly rate of pay. The difference between these figures is the mean gender pay gap.

This figure is heavily influenced by the gender of our Executive Team. If we were to exclude this level from the data, the overall mean gender pay gap would fall from 4.36% to 0.34%.

INDUSTRY COMPARISON

Company	Hourly Pay Gap	Mean	Median	% of Women Upper	% of Women Upper Middle	% of Women Lower Middle	% of Women Lower
Coca Cola	£0.04	1.10%	4.50%	35%	25%	25%	39%
Finnebrogue	£0.04	4.36%	2.54%	36%	14%	38%	50%
Compleat Food	£0.01	6.70%	1.00%	37%	53%	51%	49%
2Sisters	£0.06	8.30%	5.60%	34%	34%	43%	46%
Bakkavor	£0.05	8.60%	5.10%	35%	36%	42%	49%
Moy Park (NI)	£0.05	8.90%	5.40%	28%	32%	42%	43%
Hilton Foods	£0.11	11.70%	10.80%	19%	43%	34%	55%
Karro	£0.09	13.00%	9.00%	24%	30%	40%	38%
Cranswick Ballymena	n/a	13.20%	3.20%	12%	20%	40%	43%
Dunbia	£0.06	14.00%	6.00%	12%	36%	39%	45%
Cranswick	£0.08	14.50%	8.10%	22%	34%	40%	43%