



GENDER PAY GAP REPORT

SNAPSHOT DATE: 5 APRIL 2020

PUBLISHED: APRIL 2021



Why do we publish a gender paygap report?

From April 2017, all organisations that employ over 250 employees were required by law to carry out this report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Whilst we are not legally bound to publish a report as we have fewer than 250 employees, we choose to report our information in line with our fairness and integrity value.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men over a standard time period. The gender pay gap report is used to calculate the difference between the average earnings of men and women in our organisation, it does not measure equal pay. First Milk is committed to treating all male and female employees equally in their terms and conditions of employment including pay.

The information usually has to be published within one year of the relevant snapshot date (before March 30th of the following calendar year). However, due to the impact of Coronavirus (COVID-19), the Equality and Human Rights Commission (EHRC) have announced that enforcement of gender pay gap reporting for the 20/21 reporting year will not begin until 5 October 2021. The EHRC is encouraging employers to report ahead of the usual deadlines wherever possible.

The information used to produce the reports is based on data as at 5 April 2020. The results will be published on our intranet, internet and a government site.



Calculations

A mean average:

For the purposes of this report, the mean pay gap is the difference between our total wage spend-per-woman and our total spend-per-man. The number is calculated by taking the total hourly for each and dividing it by the number of men and women we employ.

A median average:

For the purposes of this report, the median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. If you place all the men and women working at First Milk into two lines in order of hourly rate, the median pay gap will be the difference in hourly rate between the woman in the middle of her line and the man in the middle of his

* The bonus calculations are taken from the 12 month period ending on the snapshot date of 5 April 2020. Only employees who received a bonus during the 12 month period ending on 5 April 2020 are included in these calculations



Our Gender Pay Gap

The median pay gap for employees across our business is -0.1%. The Office of National Statistics confirmed the UK gap fell in 2020 to 15.5% in 2020 for all employees.

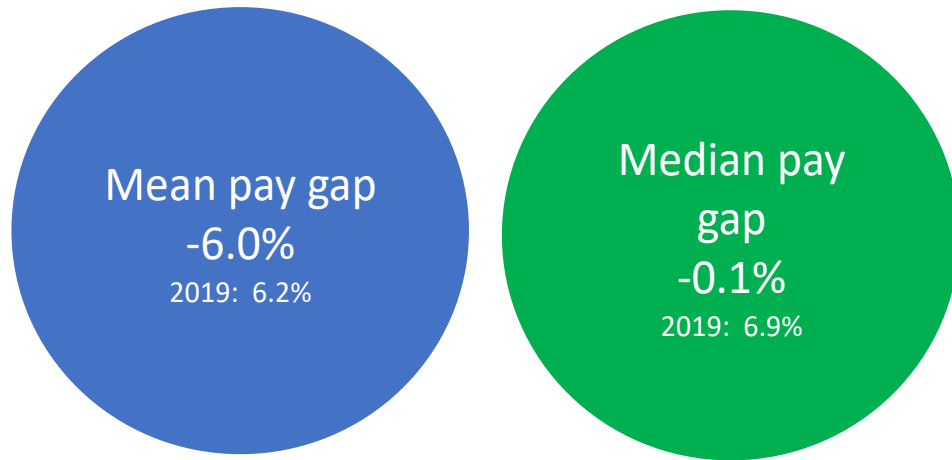
This doesn't give us the full picture across First Milk. The majority of our employees are male, as is common in our environment and the wider manufacturing sector. Whilst it appears that women are paid more than men, this data is impacted by our most senior role postholder in the business being female. Additionally, our female population reduced from 23% to 18% of our total workforce between 2019 and 2020 which has resulted in the average hourly rate calculation being higher due to less females.

Our company bonus is based on business and individual KPI's and is paid to all employees when the targets are met. The employees who have not received a bonus have either not been employed at the time the bonus was paid out or had not been employed in the business long enough to qualify for a bonus. Due to a change in the frequency of our production bonus payment in 2020, no production employees bonus are included in these figures as no payment was made from May 2019 to April 2020. As such, 2 years bonus will be included in the 2021 gender pay report

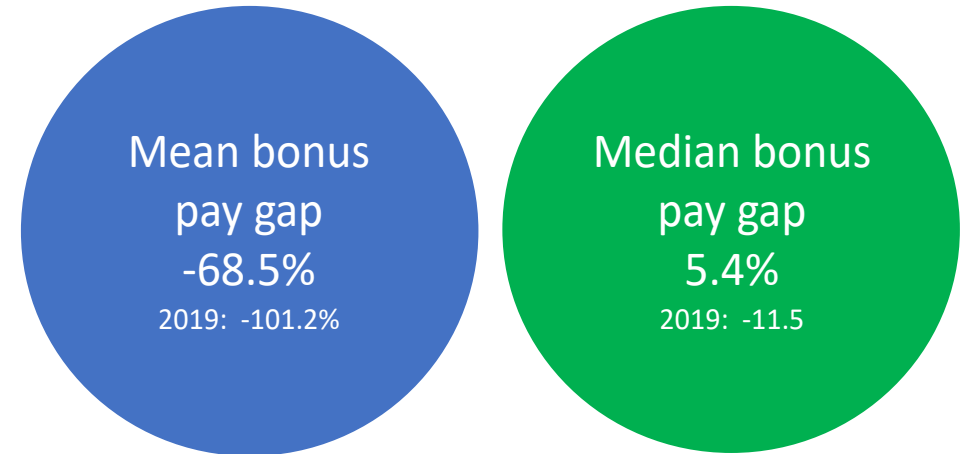


Our Gender Pay Data

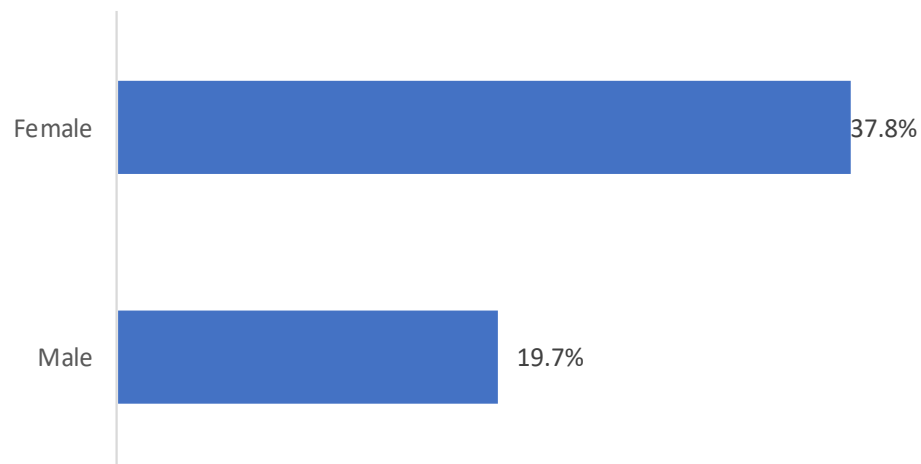
Gender Pay Gap



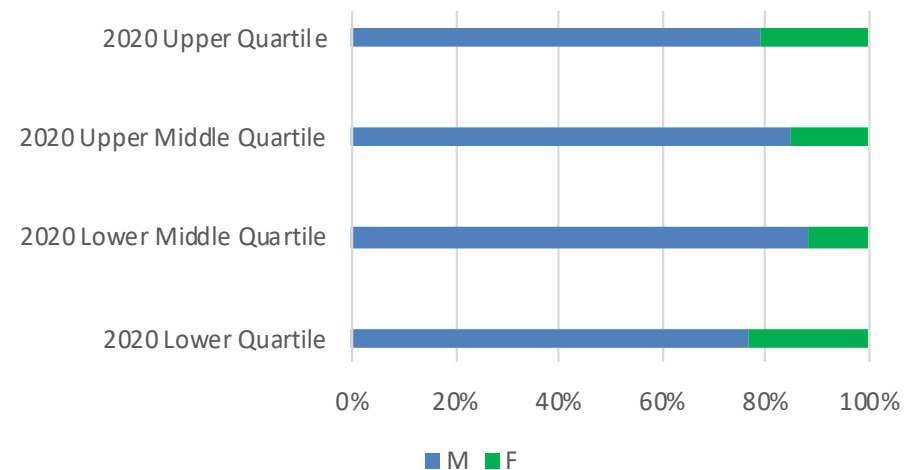
Bonus Pay Gap



Proportion of males & females receiving a bonus



Male to Female Proportion in each Quartile



Declaration

We confirm that First Milk Limited's gender pay gap calculations are accurate and meet the requirements of the regulations and the mythology provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 has been applied correctly.

Shelagh Hancock

Shelagh Hancock
Chief Executive
First Milk





first milk

'the farmers' business'

**FOR MORE INFORMATION
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