



Gender Pay Gap Report 2018

Commencing April 2017, all organisations that employ over 250 employees have to report their gender pay gap. A gender pay gap is a measure of the difference in the average pay of men and women regardless of the nature of work.

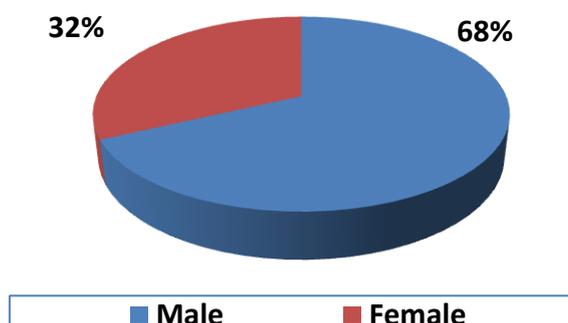
At the 5th April 2018 the company headcount fell below the statutory headcount requirement of 250; however as an ongoing commitment to closing the gender pay gap we will continue to analyse the data and develop and implement an action plan. At James Briggs Ltd we believe this is a positive step, which will assist the business to identify the root cause of any gender pay gap and enable the business to identify solutions.

Introduction

It is widely recognised that the type of industry in which James Briggs operates faces challenges in attracting women into middle management, engineering and more senior roles.

Recruitment is generally very low making it difficult to recruit in any target areas. Attrition is also low at 0.9%, predominantly in less senior roles. The opportunity to attract more females in the business is limited, which has led the company to focus on internal development.

James Briggs Gender Split



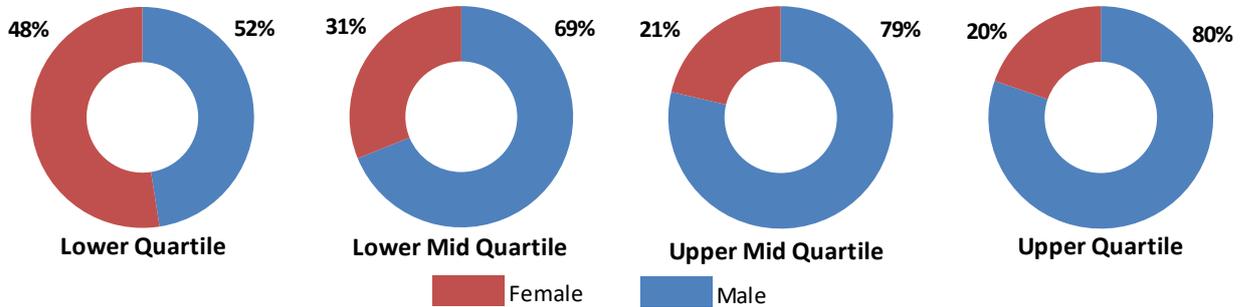
Gender Pay Data

	2018	2017
Hourly rate of pay		
Median (mid-point)	12.4%	10%
Mean (average)	23.9%	21%
Bonus Pay		
Median (mid-point)	0%	0%
Mean (average)	50.7%	0%
Proportion of employees receiving a bonus		
Male	100%	84.4%
Female	100%	95.1%

The company's median pay gap has increased by 2.4% from 2017 and the mean gap has increased by 2.9%. The main reason behind this is due to the bonus figure reported in 2017 excluded the management bonus arrangements, as this was not paid in 2017. In 2018 this bonus was paid. As the employees receiving this bonus are 88% male, in senior positions, this we believe is the contributory factor for the increase in our gender pay gap figures.



Pay Quartiles



Closing the Gap

In our first line management we will continue to actively encouraged applications from women due to the underrepresentation in more senior roles. We will continue to invest in our recruitment, talent management and leadership development programmes to promote succession planning across the business and further develop management skills and the wider business context.

There will be further focus on promoting and improving our inclusive culture by having wider business communication and introducing training for Line Managers and the wider business.

We will continue with our investment in our Apprenticeship recruitment, particularly in underrepresented STEM areas and focusing on our continued commitment to our diverse workforce.

Flexible working is a recognised mechanism to promote return to work: through better working practices, whilst testing in a Production environment, we will continue to explore ways in which we can introduce more flexible working practices.

Declaration

James Briggs is a leading manufacturer of consumer chemical products, and a key factor in our success is our excellent workforce, men and women alike. We believe we already promote inclusion and development opportunities across our diverse workforce, regardless of gender. However, we also recognise that we can actively take further steps with the aim of reducing our Gender Pay Gap and are committed to doing so.

I confirm that the information in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul Blackaby
CEO
James Briggs Ltd