



GENDER PAY GAP

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 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.

PAY DATA

Hourly Rate of Pay

Difference between Gross Hourly Earnings for Men and Women	
Mean	Median
21.0%	10.0%

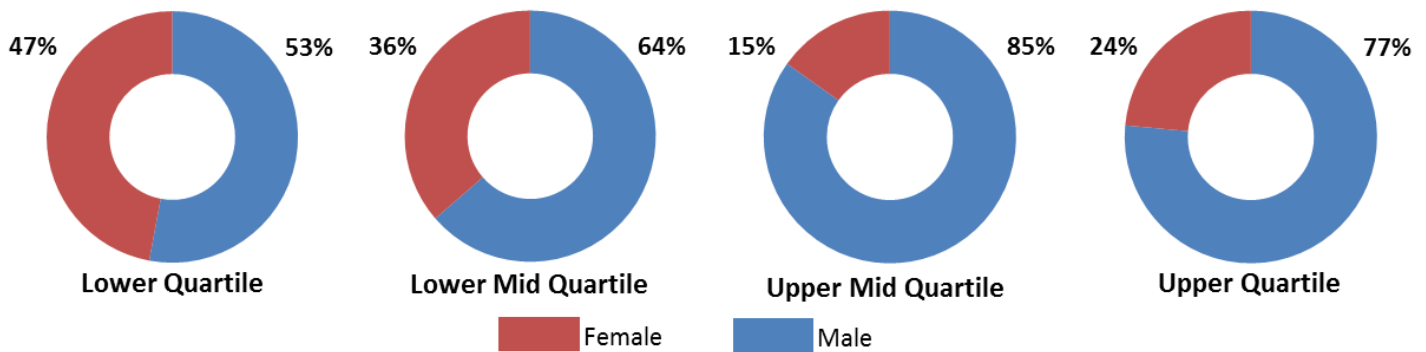
Bonus Pay

Difference between Bonus for Men and Women	
Mean	Median
0%	0%

Proportion of Bonus Paid

Proportion of Staff Receiving Bonus	
of Men	of Women
84.4%	95.1%

PAY QUANTILES



Closing the Gap

In our first line management we have actively encouraged applications from women due to the underrepresentation in more senior roles. We will continue to invest in our 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.

Paul Blackaby – CEO of James Briggs Ltd

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 statement is accurate