



# Gender Pay Gap Report 2018



Large UK companies employing 250 people or more are required to report on their gender pay gap, the second As a large Scottish employer and quality meat product manufacturer, we welcome this initiative as UK business seeks to tackle the gender pay gap that exists today.

All UK  
businesses  
18%

Scotbeef  
5%

For all UK businesses the average hourly earnings are 18.1% lower for women than men.

In our business we currently have a gap of 5%.

We have made some progress and remain aware that we have more progress to make. Our business will look to improve our gender pay gap further over the coming years by focusing on the key activities that will drive improvements within our people plan.

Scotbeef Ltd, as a legal entity, employs in excess of 250 colleagues across 4 sites: meat processing factories at Queenslie, East Kilbride, Wolverhampton and an abattoir at Bridge of Allan The data reports collectively across the 4 sites.

The majority of our colleagues are factory production line based and historically the meat industry has been male dominated with it's butchery focused operations. Together with long service from colleagues and a low turnover of staff, such an imbalance will take time and concerted industry wide effort to address, however in 2018 we have seen an increase in the proportion of female colleagues in both of the top two quartiles.

Within management and support functions there are a variety of technical and professional roles available, attracted from a broader range skill set and therefore gender ratios are more balanced.

The company does not operate a traditional bonus scheme, but has made discretionary payments to recognise exceptional performance, when evident..

We can confirm that our data is accurate

Tony Kirkbright

Finance Director

Gladys Caldwell

Retail Operations MD

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## Hourly Pay rates

**Mean**  
4.6%

The mean pay gap is the difference between average hourly earnings of men and women

**Median**  
11.7%

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

## Gender Bonus gap

**Mean**  
113.1%

**Median**  
471.4%

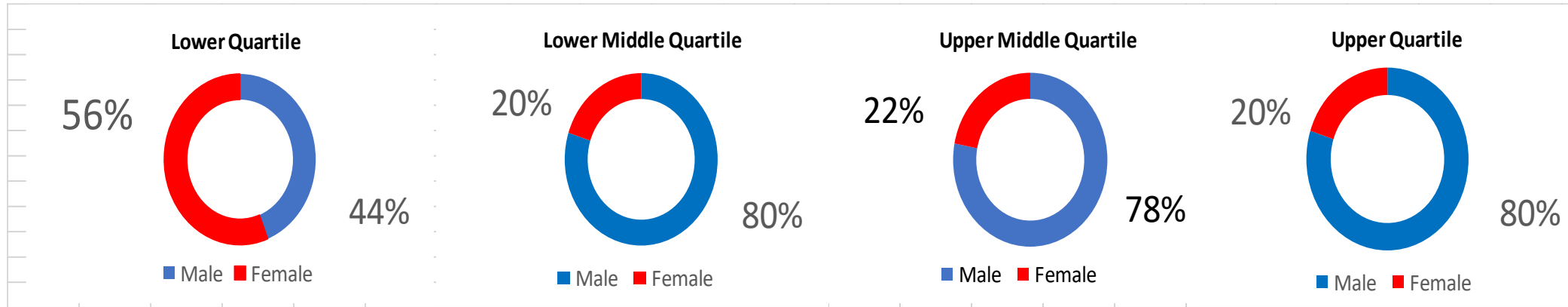
## Proportion of women and men who receive bonus

**Women**  
1.4%

**Men**  
2.2%

## Proportion of female and male colleagues in each pay quartile

These charts show the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles



## Our Key Actions

- Continue to grow our talent acquisition networks
- Expand our colleague development programmes available for key talent.
- Further develop our links with our community to promote understanding of our industry and it's career opportunities.