

Gender Pay Gap Report: Park Cakes Ltd

4th October 2021

Overview

The time period by the report covers a snapshot as at 5th April 2020, and includes both monthly and weekly employees that have been ranked and standardised into hourly pay.

Key Metrics

The figures for Park Cakes have been calculated using the measures contained in the Gender Pay Gap reporting Legislation.

Park Cakes Statutory Figures are as follows:-

- A) The difference in Mean Pay of Men and Women expressed as a percentage is: **3%**
- B) The difference in Median Pay of Men and Women expressed as a percentage is: **zero**
- C) The difference in Mean Bonus Pay of Men and Women expressed as a Percentage is not applicable as no bonuses were paid.
- D) The difference in Median Bonus Pay of Men and Women expressed as a Percentage is not applicable as no bonuses were paid.
- E) & F) Neither men or women received bonus pay so there is no proportional split on bonuses that can be reported.
- G) The proportion of men and women within each of the four quarter pay bands is as follows:-
 - Of the 183 employees in the upper quartile 111 are male and 72 are female, giving a percentage distribution of **61% male and 39% female**.
 - Of the 183 employees in the upper middle quartile 92 are male and 91 are female, giving a percentage distribution of **50% male and 50% female**.
 - Of the 183 employees in the lower middle quartile 111 are male and 72 are female, giving a percentage distribution of **61% male and 39% female**.
 - Of the 182 in the lower quartile 92 are male and 90 are female, giving a percentage distribution of **51% male and 49% female**.

General Comments

The National Average for Gender Pay between males and females for the year to April 2020 was 7.4% (Office of National Statistics) in other words the average female earns 7.4% less than the average man. In comparison, the Park Cakes Gender Pay figure of 3% is a slightly lower figure, this is probably driven by a significant proportion of females holding roles at all levels of the business, including Senior Manager roles.

There is no difference between median pay between males and females at Park Cakes, this may be due to the fact that the majority of employees in the business are on a small number of grades which are 'spot rates' i.e. single fixed rates and the proportion of females to males within these groups is largely the same.

I confirm on behalf of Park Cakes Limited the above information is accurate.

A handwritten signature in black ink, consisting of several overlapping loops and lines, positioned above the printed name.

Andy Parsons

Group Managing Director