
Branded Garden Products Limited

Gender Pay Gap Report

Branded Garden Products Limited (“the Company”) is required to publish an annual gender pay gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report below is based on the snapshot date of 5th April 2022. For the relevant pay period, the Company employed 310 (2021: 163) full-pay relevant female employees and 190 (2021: 64) full-pay relevant male employees. The significant increase in employee numbers was due to the acquisition of the Suttons Seeds business and the opening of additional warehouse capacity in Telford.

Gender Pay Gap

The table below summarises the mean and median gender pay gap percentages:

	2022		2021		2020	
	Mean	Median	Mean	Median	Mean	Median
All employees	20.8%	7.4%	22.1%	13.7%	29.3%	20.3%
National average	13.9%	14.9%	14.7%	15.1%	13.9%	14.9%

The majority of employees in our company are female and undertake non-managerial roles in despatch and customer care. These roles are hourly paid with pay rates that are the same regardless of gender, and which only differ based on pay grade.

Following the acquisition of Suttons and the adding of warehouse capacity in the year, we now have a much higher proportion of workers in our despatch and customer care teams. This has contributed to the reduction in the median gender pay gap percentage from 13.7% in 2021 to 7.4% in 2022, and which is now below the national average. However, we still have a higher proportion of females in such roles which means the mean gender pay gap, whilst improving on 2021, remains above the national average.

Bonus Gender Pay Gap

The table below summarises the mean and median bonus gender pay gap percentages:

	2022		2021		2020	
	Mean	Median	Mean	Median	Mean	Median
All employees	-22.0%	38.7%	17.0%	30.0%	-464.7%	-17.2%

(negative means the mean bonus for females is higher than for males)

Bonuses were paid to 18 male and 6 female employees, being 1.8% of female relevant employees and 9.1% of male relevant employees. Bonuses are contractual and performance-based, and are offered to employees who undertake key business roles.

Pay Quartiles by Gender

	2022		2021		2020	
	Female	Male	Female	Male	Female	Male
Lower	68.0%	32.0%	91.2%	8.8%	84.6%	15.4%
Lower Middle	71.2%	28.8%	71.9%	28.1%	80.8%	19.2%
Upper Middle	65.6%	34.4%	73.2%	26.8%	66.7%	33.3%
Upper	43.2%	56.8%	50.9%	49.1%	44.2%	55.8%

The above table shows the gender split for each quartile of pay, based on the hourly rate of pay for each employee. The first three quartiles are largely populated by employees working in despatch and customer care roles and whilst the majority of these are female, the acquisition of the Suttons business has increased the proportion of male employees in these quartiles. The Upper Quartile is primarily supervisory and management roles and reflects a more even split across the genders.

Management recognise the importance of diversity in the workplace and we provide equal opportunity to all employees within the business through flexible working practices that support family-friendly employment. The high proportion of females in general and in the lower to upper middle pay quartiles in particular, is to some extent a reflection of the sector in which the company operates, and this is the primary reason for the mean gender pay gap exceeding the national average. Pleasingly we have been able to maintain a high proportion of females in the upper pay quartiles and we continue to have strong female representation at management and senior management level within the business.

I confirm that the information contained within this report is accurate.

Mike Rees

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Mike Rees
Director, Branded Garden Products Limited
7th March 2023