



# Gender Pay Gap Report 2022



Large UK companies employing 250 people or more are required to report on their gender pay gap.

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  
5.5%

Scotbeef  
7.0%

For all UK businesses the average hourly earnings are 5.5% lower for women than men.

In our business we currently have a gap of 7.0%.

We have made some progress, in particular growing the percentage of females in the upper and upper middle quartiles, but 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 6 sites: meat processing factories at Queenslie, East Kilbride, Wolverhampton, Telford, Heysham and an abattoir at Bridge of Allan. The data reports collectively across the 6 sites.

The majority of our colleagues are factory production line based and historically the meat industry has been male dominated with its 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 2022 we have seen an increase in both the overall number of female colleagues and their representation in the top two quartiles, with a reduction in the lowest 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

Commercial Director



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## Hourly Pay rates

Mean  
7.0%

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

Median  
13.7%

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

## Gender Bonus gap

Mean  
53%

Median  
25%

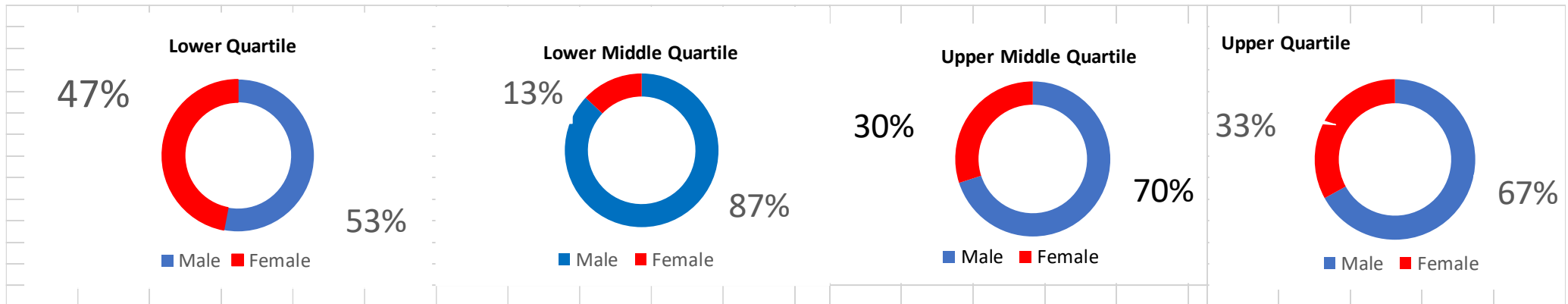
## Proportion of women and men who receive bonus

Women  
2.2%

Men  
1.3%

## 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

- The percentage of females in the upper middle and upper quartiles has increased in the year whilst the percentage in the lower and lower middle quartiles has reduced and we will continue to drive this improvement by:-
- Growing our talent acquisition networks
- Expanding 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.