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# HUTCHINSONS

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Crop Production Specialists

# Gender Pay Statement

APRIL 2018



# Hutchinsons is a family business that has a long and distinguished history going back more than 80 years and is proud to serve the agricultural community. We are committed to being a great employer and recognise that **“It’s our people that make the difference”**.

It is now a regulatory requirement for companies with more than 250 employees to report on their gender pay gap and we have published this report on our website and the official government site.

Gender Pay is not the same as Equal Pay. The Gender Pay Gap is a measure of the difference between men’s and women’s average earnings across an organisation. Equal Pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. As part of our review of the reported Gender Pay information, we have checked comparisons of male and female pay across the business and we are able to report that for staff with the same experience, ability and performance, there is equality in pay across the business for doing the same or similar jobs.

Hutchinsons Gender pay gap calculations which are set out on the opposite page show that out of a total of 419 people employed at 5th April 2018 82% were male and 18% female.

The gender pay gap in Hutchinsons directly reflects the proportion of men and women in commercial and managerial roles in the business and this is generally a reflection of the agricultural supply industry as a whole. Historically, agriculture was very much a male dominated industry but over the last few years we have seen an increase in the number of women interested in both agronomy and distribution careers and this has led to a noticeable increase in female recruitment in the crop production sector.

This trend of more women choosing agronomy as a career is clearly reflected in our trainee agronomist recruitment over the past 6 years, since when we have seen the levels of our female intake rise significantly from a previous position of not having had a single female trainee application.

We expect this improving trend in recruitment diversity to continue as more women are choosing agronomy careers which is reflected in university and college course delegates. Nevertheless, it will take significant time to adjust the earnings balance between men and women in commercial business roles and for those recently joined women to become established as high earners.

The number of women employed in generally lower paid administrative roles is higher than men. This is generally reflective of the career and family choices made by both men and women and the flexibility in office working practices and hours.

Hutchinsons staff are a credit to the business and the company recognises that fact and rewards all staff for their performance in their role and their contribution in the business. We make every effort to recruit the best candidate for any role, regardless of gender, and encourage personal and business development in all staff through our Foundation and Academy Programmes which offer industry-leading, bespoke training covering a wide range of subjects.

## Hutchinsons Gender Pay report includes the following six calculations:

**Average mean hourly pay:** calculated by adding up the hourly pay for men and women, then dividing by the total numbers of men and women.

At Hutchinsons the calculation shows the female mean average to be 46.44 % lower than the male.

**Average median hourly pay:** calculated by sorting all the pay for men and women from highest to lowest, then comparing the middle number for each.

At Hutchinsons the calculation shows the median female wage to be 30.07% lower than the male.

**Average mean bonus pay:** calculated by adding up all the bonus payments for men and women, then dividing by the total numbers of men and women.

At Hutchinsons the calculation shows the female average mean bonus to be 81.1% lower than the male.

**Average median bonus pay:** calculated by sorting all the bonus payments for men and women from highest to lowest, then comparing the middle number for each.

At Hutchinsons the calculation shows the median female bonus to be 79.56% lower than the male.

**Proportion of people receiving bonuses:** 40.99% of male employees received a bonus compared to 17.33% of female employees who received a bonus.

**Proportion of men and women in the four pay quartiles:** calculated by sorting all employees’ pay from highest to lowest, then dividing into four groups, each containing the same number of employees. At Hutchinsons, the proportions of men and women in each quartile are as follows;

		Male%	Female%
<b>Top Quartile</b>	104 Highest paid employees	99.0%	1.0%
<b>Upper Middle Quartile</b>	105 employees	83.8%	16.2%
<b>Lower Middle Quartile</b>	105 employees	80.9%	19.1%
<b>Lower Quartile</b>	104 Lowest paid employees	64.7%	35.3%