

## Spicers Ltd Gender Pay Gap Report 2019

Spicers Ltd is required by law to publish an annual gender pay gap report.

### Definitions:

Unlike equal pay data, which considers the differences in pay between men and women carrying out similar jobs or work of equal value, the gender pay gap is a measure of the difference in the average earnings of men and women across the company as a whole, irrespective of role. Positive gender pay gap figures denote higher male earnings, while negative figures denote higher female earnings.

This is its report for the snapshot date of 5 April 2019.

- The mean gender pay gap for is Spicers Ltd 12.7%.
- The median gender pay gap for is Spicers Ltd 9.6%.
- The mean gender bonus gap for is Spicers Ltd 6.9%.
- The median gender bonus gap for is Spicers Ltd -46.2%.
- The proportion of male employees in Spicers Ltd receiving a bonus is 3% the proportion of male employees not receiving a bonus is 97% and the proportion of female employees receiving a bonus is 5% the proportion of female employees not receiving a bonus is 95%.

### Pay quartiles by gender

Band	Males	Females	Description
A	76.1%	23.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	83.4%	16.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	66.6%	33.4%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	67.0%	33.0%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.



Spicers Limited, Unit 4, 500 Purley Way,  
Croydon, Surrey CR0 4NZ  
web: [www.spicers.co.uk](http://www.spicers.co.uk)

The gender pay gap in Spicers Ltd is primarily caused by the weighting of male senior managers / directors in the upper quartile.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority.

This pattern from the UK economy as a whole is reflected in the make-up of the Spicers workforce.

Spicers Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, it:

- carries out pay and benefits audits at regular intervals; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

To date, the steps that Spicers Ltd has taken to promote gender diversity in all areas of its workforce include the following:

- **Supporting parents:** Spicers Ltd has developed new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, to be backed up by training for all line managers and senior managers.
- **Reviewing recruitment and selection processes**

The government has said it expects most employers to take five years to come to terms with the legislation and demonstrate real progress. Any further initiatives launched throughout the year will be reported on the company intranet.

I, Pippa Maynard, Group Company Secretary, confirm that the information in this statement is accurate.



Signed:

Date: 5<sup>th</sup> April 2019

Pippa Maynard  
Group Company Secretary



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