

# Stonegate

## GENDER PAY GAP REPORT 2024

### Executive Summary

Stonegate Farmers Ltd is an egg packing and production company based out of Lacock. At our Lacock site we pack nearly a billion eggs a year or just under 20 million per week. Alongside this is our Egg Innovation Centre that produces cooked egg products using cutting-edge technology.

We have worked hard over the previous year to reduce the Gender Pay Gap we found within our business through our 2023 Report. In our 2023 Report, it was established that our mean hourly wage had a pay gap of 9.86%, whilst our median hourly wage had a pay gap of 20%. This year we can report a mean hourly wage pay gap of 10.38%, which is an increase from our 2023 Report by 0.52%. Whilst this is a small step in the wrong direction, we can share that our median hourly wage has dropped by 4.25% to 15.75%. This is a more positive reflection of the work we have done to achieve the aims we established for ourselves in the previous year.

Our goals set in 2023, were to increase the number of women in management positions across the business, improve distribution of women across the upper two quartiles, and to increase the proportion of women we employ to exceed the global average of 33%. We can proudly say that we have achieved the goals of increasing the number of women in management positions and improved distribution of women in the upper two quartiles with a 4.2% increased share in the upper quartile and a 0.3% increased share in the upper middle quartile. These goals directly correlate with each other as management positions sit within these upper two quartiles.

Although, we did not increase the percentage of women in the business during this period, the number of women we employ did increase by 18. This is encouraging as it shows a clear improvement of the number of women present within an industry that was dominated by men.

The below data will further illustrate the extent at which we have improved with a supporting narrative to provide further insight into reasons behind the data.



# *Stonegate*

## **Table of Contents**

Understanding this Report ..... 3 - 4

Stonegate Farmer's Gender Pay Gap Report Data ..... 4 - 6

Supporting Narrative ..... 7 - 8

Action Plan ..... 8 - 9



# Stonegate

## Understanding this Report

Under section 78 of the Equality Act 2010 it is compulsory for any business with over 250 employees to publish their gender pay gap data annually. Stonegate has over 250 employees and is reporting as a private company.

The gender pay gap is not an issue of equal pay for those doing the same role but rather an insight into the difference in average pay across a whole organisation. This will offer more insight into how a business employs men and women for different paying roles.

When referring to hourly pay this report will only include full-pay relevant employees from the snapshot date of April 5<sup>th</sup>, 2024.

A full-pay relevant employee is anyone who received their monthly or weekly wage without having unpaid leave or sick pay.

A relevant employee includes all employees who received pay during that period but lost wages due to unpaid leave sick pay and therefore is only relevant for bonus pay calculations.

This report will refer to four quartiles – Upper, Upper Middle, Lower Middle, and Lower. Each quartile contains as close to even of a split as possible with any left remaining staff being distributed as evenly as possible. In situations where employees are on the same wage but split into separate quartiles, the genders will be split as evenly as possible.

From each quartile the total of number of men and women was counted then put into percentages. From this their mean and median hourly and bonus pay was calculated.

Mean hourly pay is calculated by adding up the total of all hourly pay for each gender then dividing by the total number of individuals of that gender.

Median hourly pay is calculated by ordering each gender from lowest to highest in order of hourly pay then locating the employee in the middle of the list.

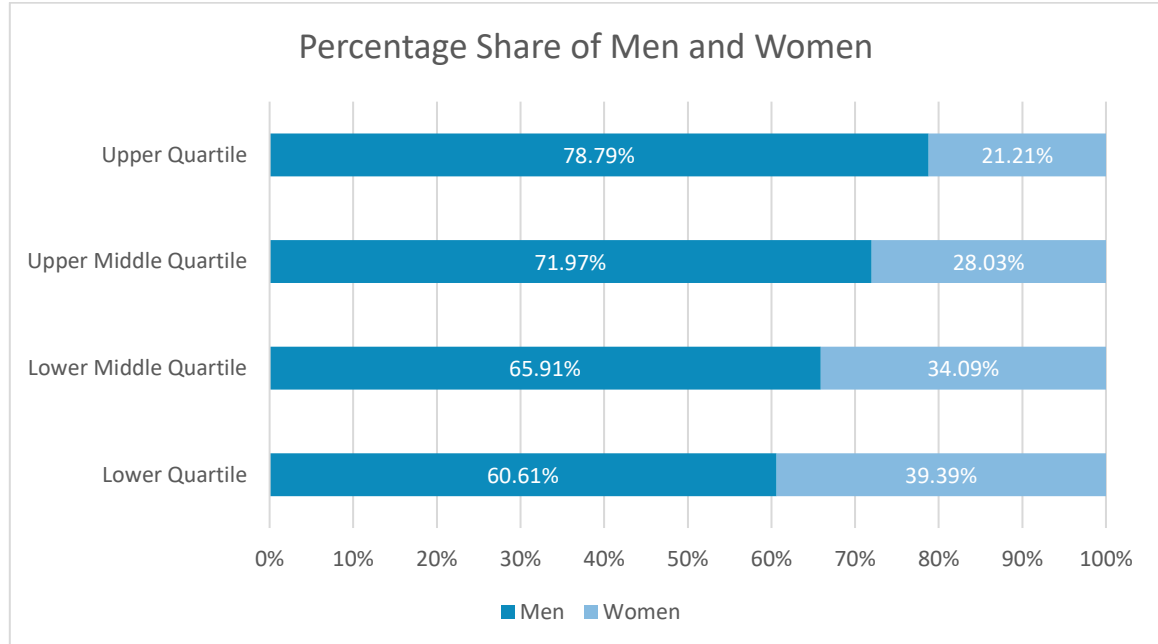
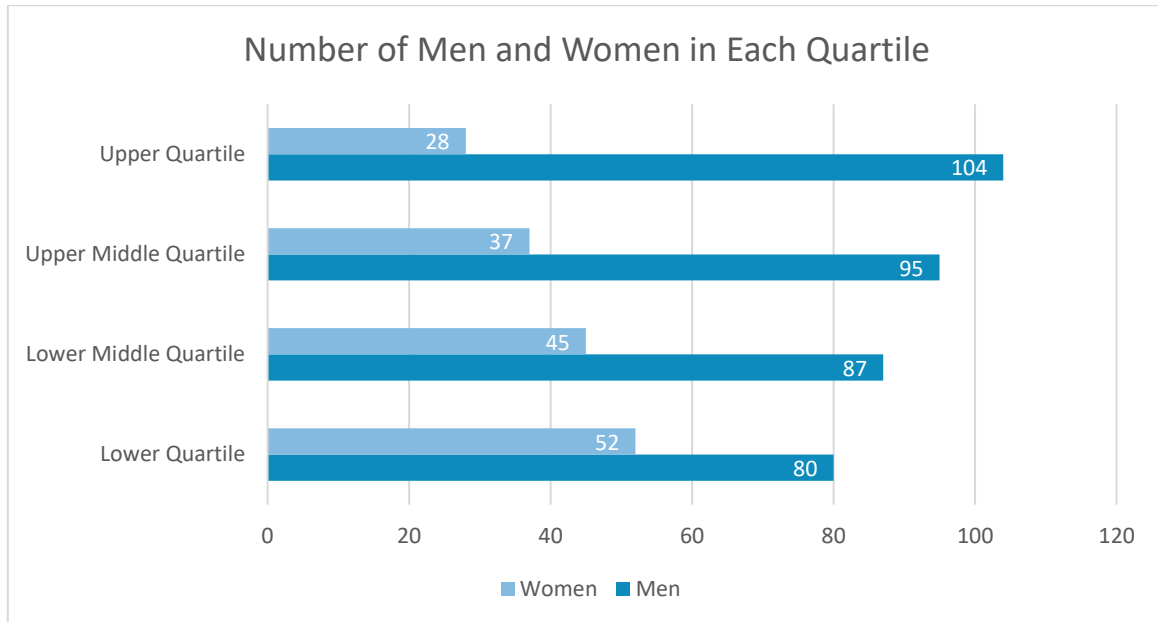
Mean and median bonus pay is calculated in a similar way to hourly, however the included employees are only those who received bonuses during the 12 months before the snapshot date.



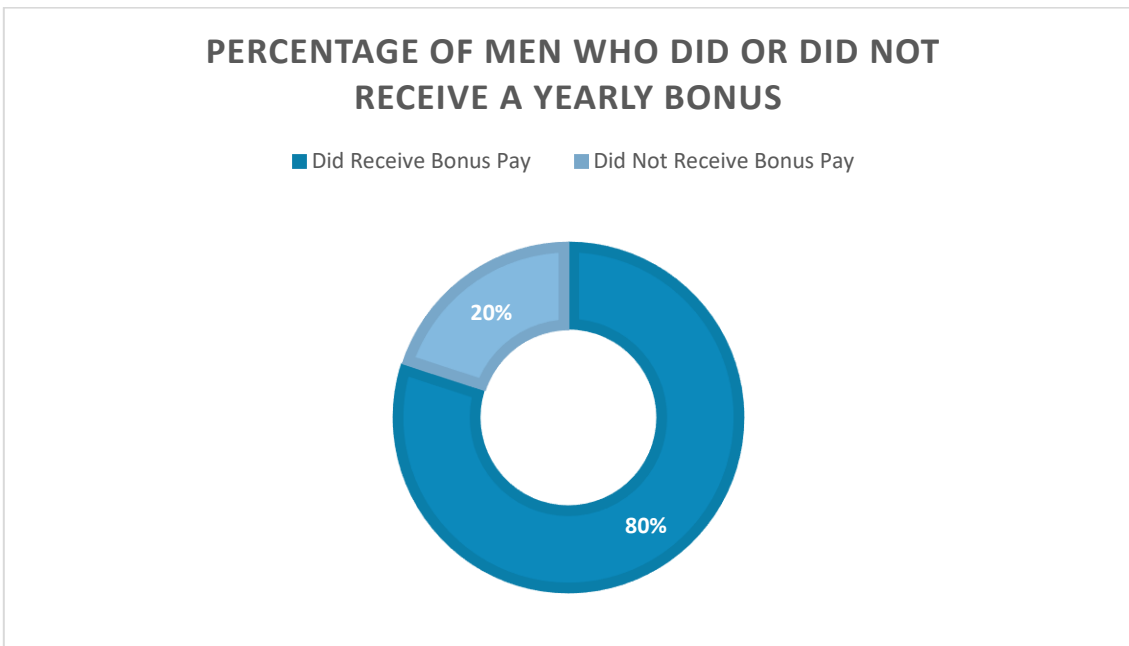
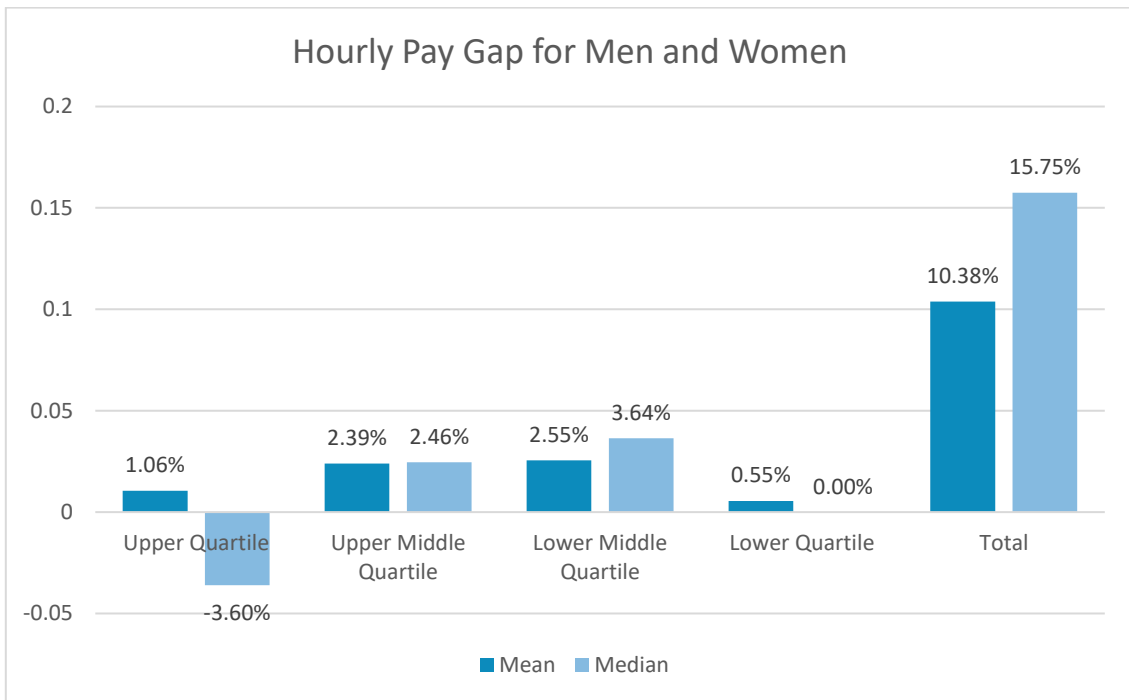
# Stonegate

The gender pay gap is then presented as a percentage of how much less a woman is paid than a man. A positive percentage indicates how much of a pound a woman is paid less, whereas a negative percentage indicates how much of a pound a woman is paid more.

## Stonegate Farmer's Gender Pay Data



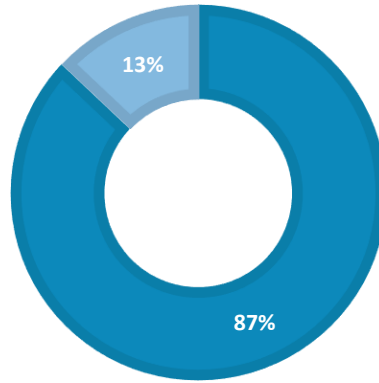
# Stonegate



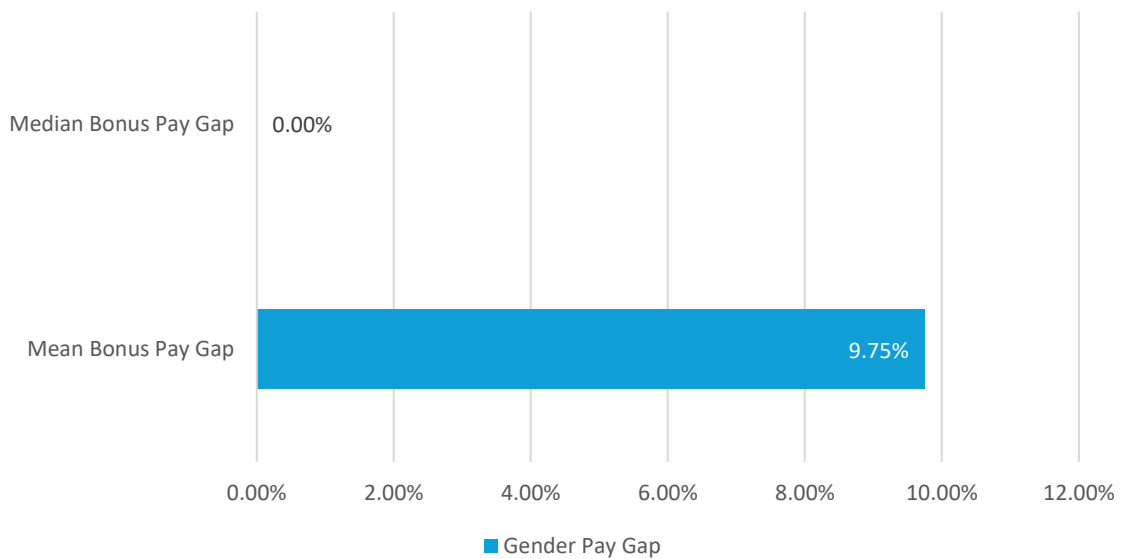
# Stonegate

## PERCENTAGE OF WOMEN WHO DID OR DID NOT RECEIVE A YEARLY BONUS

■ Did Receive Bonus Pay   ■ Did Not Receive Bonus Pay



## Gender Pay Gap for Bonus Pay



# Stonegate

## Supporting Narrative

Across Stonegate Farmers, there are a variety of different roles with different pay levels for each role. This is reflected through the four quartiles shown above, with the Upper Quartile reflecting our most Senior management staff to the lower quartile reflecting our entry level staff.

As mentioned previously, one of our goals for the 2023-2024 period was to improve the distribution of women across the upper two quartiles of our business. In this period, we saw the number of women in the upper quartile increase by 47% and the number of women in the upper middle quartile increase by 19%. Whilst the percentage share of these quartiles has not had this drastic of a change, it is clear our goal of developing women in the business is being met through more even distribution in our upper quartiles.

As a result of women being more present in the upper quartiles of the business the median hourly wage gap has decreased by 4.25% to 15.75%. This is indicative of talent development being present within Stonegate as the more women who progress within our business, the more the median wage will drop as there is a more even distribution of women in higher positions. In 2023, the Office for National Statistics reported an average median wage gap of 14.3%. Stonegate sits slightly above this average, but with continued effort toward reducing our median pay gap, we can build on the encouraging results from the 2023-2024 period. Our action plan will further develop our goals for the upcoming year to reach a more equal working environment.

One goal that Stonegate fell slightly short of is reducing the mean pay gap. Whilst the mean is less accurate than the median pay gap due to larger salaries skewing results to be less accurate, the gap has increased by 0.52% from 9.86% to 10.38%. There are several reasons for this:

As quartiles ascend from lower to upper, the number of women gradually decreases whilst the number of men gradually increases. This skews the mean wage to be higher for men than it is for women.

The mean wage for men in the upper quartile increased by 37.25%, which despite the mean wage for women in the upper quartile also increasing by 12.27%, the pay gap in the upper quartile increased from -14.9% to 1.06%. This increase in pay gap for the upper quartile has major implications on the overall mean wage in the business as the upper quartile contains the highest wages, which skew the mean wages the most.



# Stonegate

Despite the upper quartile having a numerically positive mean pay gap, the median remained numerically negative with a median pay gap of -3.60%, however it still dropped by 17.36% from -20.96%. This indicates that the ratio of women in our most senior positions to women in our mid-level management positions is increasing. This is a result of developing and progressing women through the business, as the higher number of women present in management positions within the upper quartile, the lower the mean and median will be as there is a more even number of wages to stop the highest wages in the business skewing the wages to be higher.

The implication of men's wage in the upper quartile rising is further evident when comparing the gap between the mean and median for men. In 2023 the gap between mean and median pay for men was £0.61 whilst in 2024 this has increased to £1.54, an increase of 152%. This further shows how the upper wage for men in the upper quartile affects the mean wage, along with why the mean wage is not as accurate as the median wage.

Moving forward onto bonus pay, the percentage of men receiving a bonus is 7% less than women. The main reason for this is that the turnover rate of men is higher than it is for women. This led to less men being eligible for a bonus as they had not been with the business for a long enough period.

The gender pay gap for the median bonus pay remains sat at 0%, whilst the gender pay gap for mean bonus pay has been reduced by 1.5% from 11.25% to 9.75%. This is encouraging as it reflects the hard work, we have put in to develop women within the business.

Over the next year we hope to continue the work we have put in to further reduce our gender pay gap. To do this will have set ourselves goals in the below action plan.

## **Action plan**

Looking forward to the 2024-2025 period Stonegate will look to improve on the encouraging results from this year's report. To do this we must again set realistic goals that are attainable over the long term:

- Continue developing talented women within the business to further increase the percentage share of women in the upper two quartiles. Through 2024 a continued effort to develop women through the business would further help increase the percentage share of women in the upper quartiles, which in turn would reduce the median pay gap.





# *Stonegate*

- Further aim to employ more women across all levels of the business to increase the total percentage share of women. As the goal we failed to attain in the previous year, it is important that we look to rectify our shortcomings and aim to exceed the 33% gender percentage share goal that we set for ourselves in the previous year.
- Widen development opportunities across the business to reduce the risk of women plateauing through progression. As more people begin to progress through the business, the number of development roles will begin to reduce and progress levels will begin to plateau. Through increasing the scope of development opportunities in the business we will see a decreased gap between the mean and median wage alongside a more balanced focus on progress for employees. This will also help attract talented workers in the early stages of their careers.

**I acknowledge that all the above information is accurate and conforms with mandatory requirements.**

