
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 2024. For the relevant pay period, the Company employed 209 (2023: 237) full-pay relevant female employees and 110 (2023: 131) full-pay relevant male employees. The reduction in employee numbers was due to efficiency improvements in operational activities across the Company.

Gender Pay Gap

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

	2024		2023		2022	
	Mean	Median	Mean	Median	Mean	Median
All employees	23.5%	8.5%	19.5%	3.1%	20.8%	7.4%
National average*	13.8%	13.1%	13.2%	14.2%	13.4%	14.4%

* Provisional 2024 data released 29.10.24

Most employees in the Company are female and undertake non-managerial roles in despatch and customer care. These roles are hourly paid with pay closely linked to statutory rates which are the same regardless of gender, and which only differ based on pay grade. As there is a higher proportion of male employees in senior managerial roles, the mean gender pay gap remains above the national average.

Bonus Gender Pay Gap

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

	2024		2023		2022	
	Mean	Median	Mean	Median	Mean	Median
All employees	-49.9%	-85.0%	N/A	N/A	-22.0%	38.7%

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

The Company offers annual bonuses to employees who undertake key business roles and were paid to 17 (2023: Nil) male and 4 (2023: Nil) female employees. Due to there being fewer female employee in management positions, the bonus pay gap statistics are liable to fluctuate significantly.

Bonuses are contractual and performance-based with an element reflecting overall business profitability.

Due to the poor financial performance of the business in 2022 no bonuses were paid in the period ended 5th April 2023.

Pay Quartiles by Gender

	2024		2023		2022	
	Female	Male	Female	Male	Female	Male
Lower	71.3%	28.8%	59.8%	40.2%	68.0%	32.0%
Lower Middle	82.5%	17.5%	77.2%	22.8%	71.2%	28.8%
Upper Middle	65.0%	35.0%	72.8%	27.2%	65.6%	34.4%
Upper	43.0%	57.0%	47.8%	52.2%	43.2%	56.8%

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 mainly populated by employees working in despatch and customer care roles where the majority are female. The upper quartile is primarily supervisory and management roles and reflects a more even split across the genders.

Management recognises the importance of diversity in the workplace and provides 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 the Company has been able to maintain a high proportion of females in the upper pay quartiles and continues to have strong female representation in key senior roles within the business.

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

Chris Wright
Chief Executive Officer
Branded Garden Products Limited
4th November 2024