



The Summer Berry Company - Gender Pay Gap Report 2018

As The Summer Berry Company employs more than 250 people, we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings irrespective of their role or seniority.

TSBCo Gender Pay Gap

	2017	2018	UK*
Mean Pay Gap	13.7%	16.9%	17.9%
Median Pay Gap	9.9%	16.3%	17.1%

*Based on estimate for ASHE Survey 2018

We are pleased to report The Summer Berry Company Gender Pay Gap is lower than the UK national gender pay gap. However, there are many reasons for our gender pay gap. Our business is subject to seasonal variances throughout the year and for many of our employees, earnings can vary during our busy seasons and the hours and shift patterns worked. While our gender pay gap is better than the UK national gender pay gap, we are committed to improvement.

TSBCo Bonus Pay Gap

	2017	2018
Mean Bonus Pay Gap	37.2%	27.4%
Median Bonus Pay Gap	-101%%	0.0%
Proportion of females receiving a bonus	7.5%	13.1%
Proportion of males receiving a bonus	12.2%	23.7%

What is driving our Gender Pay Gap?

Representation of Women in Senior Roles

The biggest factor behind our gender pay gap is the balance of men and women across job levels. Most of the people in our senior leadership roles are men.

As with most companies, there are significantly fewer senior roles and the turnover at this level is much lower than at more junior levels. This means vacancies for such roles do not arise as frequently and therefore, it takes time to impact the figures.

Differences in Gender Representation in Different Job Functions

Occupational segregation, in which men and women tend to be concentrated in particular types of jobs, has been observed as one of the contributing factors to the UK's overall gender pay gap. Similarly, we see a difference in the distribution of women and men across different jobs and functions.

Our pay ranges are all informed by the market and therefore differ by function as well as job level, meaning that the gender split between areas of our business also has an effect.

Total Distribution of Male and Female Employees by Hourly Pay Quartile

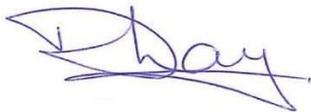
Quartile	Males	Females	Description
Lower	49.29%	50.71%	All employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle	62.31%	37.68%	All employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper Middle	76.73%	23.27%	All employees whose standard hourly rate places them above the median but at or below the upper quartile.
Top	76.62%	23.38%	All employees whose standard hourly rate places them above the upper quartile.

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

We are committed to understanding the pay and bonus differences in our business and taking positive action as appropriate. However, it is clear that The Summer Berry Company offers fair and equitable pay to all our employees, regardless of gender.

We are not happy with having a gender pay gap and aim to minimise it. As the biggest factor behind our gender pay gap is the balance of men and women across job levels, we are committed to significantly improving opportunities for all our employees to progress and aim to achieve gender balance across all levels. All appointments are made according to the ability of the individual rather than their gender.

We confirm the data in this report to be accurate and to comply with the Gender Pay Gap legislation.



David Kay

CEO



Diane Briers

Head of People and Development