

## Gender Pay Gap Report 2024

### Introduction

Employers with 250 or more employees are required to publish gender pay gap information from 2024, based on data from April 2024. This report provides English Provender Company Limited (EPC) with all necessary results based on current data.

### Details

This report has been prepared in line with the requirements set out by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report reflects data for our Newbury and Newport, including Newport Very Lazy sites combined.

**Relevant date:** 6<sup>th</sup> April 2024

### Summary of gender pay gap report

The mean gender pay gap for EPC is 6.27%  
The median Gender Pay gap for EPC is 2.01%  
The mean bonus pay gap for EPC is -25.94%  
The median bonus gender pay gap for EPC is -39.13%

The proportion of male employees in EPC receiving a bonus is 91%  
The proportion of female employees in EPC receiving a bonus is 89%

### EPC pay quartiles:

Band	Male	Female	Description
1	56%	44%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
2	71%	29%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
3	72%	28%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
4	68%	32%	Includes all employees whose standard hourly rate places them above the upper quartile.

We believe that EPC has used its best endeavours to provide an accurate picture of its gender pay gap. The figures set out above are based on accurate payroll data supplied by EPC and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information).

### Causes contributing to the gap

It is encouraging to see that there is a decreased gap between the male and female lower quartile. Whilst there is a gap on median gender pay we have reduced this by 1.21% taking us to 2.01%.

We have also increase our women in Senior Leadership roles within the business taking it to 44% from 36% in 2023 and this has positively impacted on the mean bonus position as well

### Action Plan

We are continuing to review our payment structures, with a focus on development and progression for all staff. In addition, to target the middle quartile we are investing in a management training programme.



**James Logan**  
Managing Director