

Nufarm UK Ltd Gender Pay Gap Reporting 2019



Introduction

What is the Gender Pay Gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

This is different to equal pay which is difference in pay for comparable jobs.

As per reporting requirements, the figures in this report showing mean and median pay, and pay quartiles cover the snapshot date of 5th April 2019. The figures in this report relating to bonus pay covers the 12 month period up to the snapshot date.

Nufarm UK Ltd

Nufarm UK has come a long way since our beginnings as a fertiliser company in New Zealand over 100 years ago. Now firmly focused on the provision of a wide range of top quality crop protection products for farmers and growers including Herbicides, Insecticides, Fungicides and Plant Growth Regulators.

Our UK operation is resourced with over 350 staff, 12 sales and marketing managers, a team of technical specialists, and a manufacturing centre in Wyke, West Yorkshire.

Mean and Median Pay

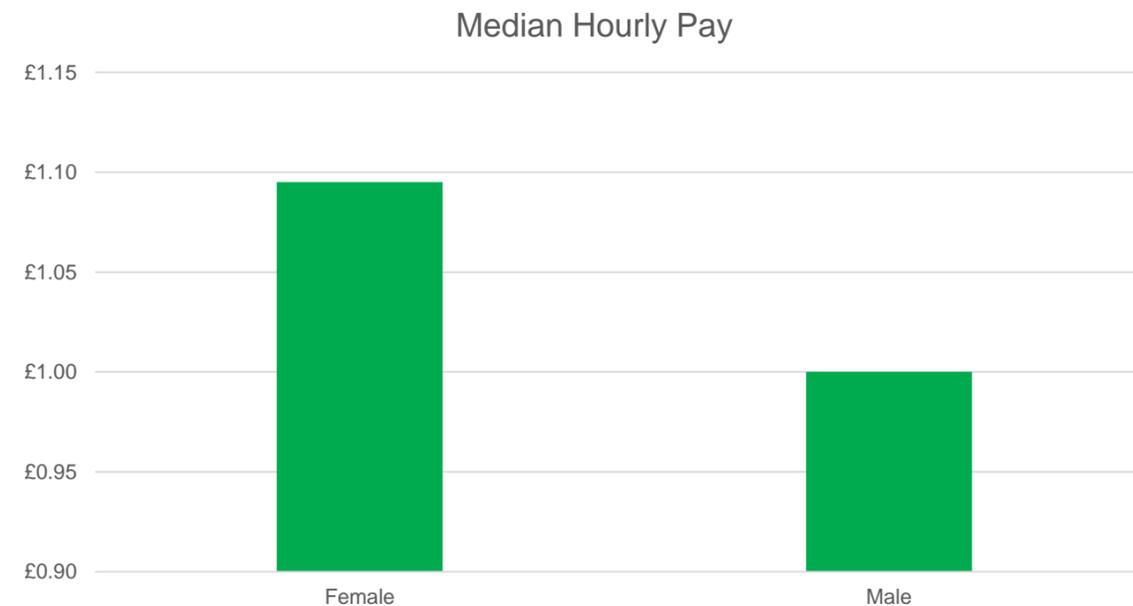
The mean pay gap is the difference in the average hourly pay for women compared to men.

The median pay gap represents the middle point of a population.

The mean hourly pay for women is 0.4% higher than for men.

The median hourly pay for women is 9.5% higher than for men.

This means women earn £1.10 for every £1 that men earn when comparing median hourly wages.



Mean and Median Bonus Pay

The mean pay gap is the difference in bonus pay received by women compared to men. The median pay gap represents the middle point of the populations.

The mean bonus pay for men is 73.2% higher than for women. The median bonus pay is the same for women and men.

	Mean Bonus Gap	Median Bonus Gap
Bonus Gap	73.2%	0.0%

99.3% of men received a bonus payment in the reporting period.
94% of women received a bonus payment in the reporting period.

All employees are able to receive a bonus if the company achieves performance triggers. Those who did not receive a bonus during the period were not eligible due to joining Nufarm after the cut off date.

	Male	Female
Total	282	50
Those in receipt of Bonus Pay	280	47
% employees receiving Bonus Pay	99.3%	94.0%

Quartiles

These figures show the percentage of males and females employed in each of the quartile bands:

	Male	Female
Lower Quartile	87.7%	12.3%
Lower Middle Quartile	90.2%	9.8%
Upper Middle Quartile	81.7%	18.3%
Upper Quartile	80.2%	19.8%

This shows that there are more women in the two highest pay quartiles than in the lowest two pay quartiles.

Nufarm UK Ltd is predominately a manufacturing site, with males working in most front line production and engineering roles. Females are more prevalent in support functions, with women holding half of all senior roles across site.