

Nufarm UK Ltd Gender Pay Gap Reporting 2020



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.

The figures in this report cover the snapshot date of **5th April 2020**.

Nufarm UK Ltd

Nufarm UK Ltd is part of a global group of companies 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 330 staff; 12 sales and marketing managers, a team of technical specialists and a manufacturing centre in 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 4.7% higher than for men.
- The median hourly pay for women is 16.1% higher than for men.

This means that on average for every £1 a man earns, a woman earns £1.16

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 21.5% higher than for women.
- The median bonus pay is the same for women and men.

	Mean Gender Bonus Gap	Median Gender Bonus Gap
Bonus Gap	21.5%	0.0%

- 97.6% of men received a bonus payment in the reporting period.
- 95.9% 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	290	49
Those in receipt of Bonus Pay	283	47
% employees receiving Bonus Pay	97.6%	95.9%

Quartiles

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

	Male	Female
Lower Quartile	91.57%	8.43%
Lower Middle Quartile	87.95%	12.05%
Upper Middle Quartile	84.34%	15.66%
Upper Quartile	78.05%	21.95%

This shows that there are proportionally more women in the highest pay quartile than in the lowest pay quartile.

In total, 86% of employees at Nufarm UK Ltd are male, with a large proportion of the workforce employed at the 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.