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# SELECTA UK

2021 Gender Pay Report



# GENDER PAY GAP REPORTING EXPLAINED



The Gender pay gap shows the difference in the average hourly rate of pay between men and women in a company, in this case expressed as a percentage of the average male earnings.

The Gap between the gender pay can be driven by several factors including, crucially, a lower percentage of women in senior positions

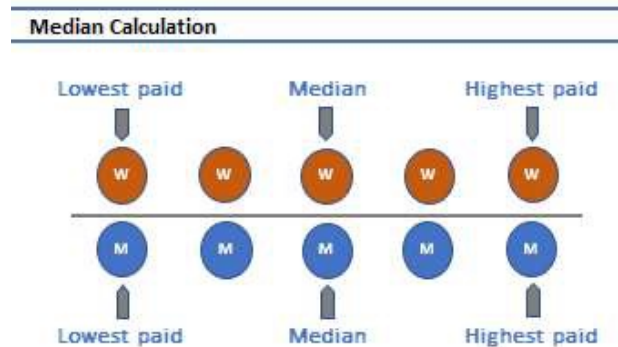
Selecta U.K follows the calculations set out by the government equalities office to report on their mean and median gender pay gap, on the bonus gap and the distributions across the pay quartiles.

Selecta U.K. Ltd is an employer with over 250 employees and is therefore required by law to carry out annual Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

This statement refers to employee information from our HR and payroll records at the snapshot date of 5 April 2021. Our reported figures have been reached in accordance with the methodology set out in the Gender Pay Gap Reporting legislation and will remain published on our website for a period of 3 years.

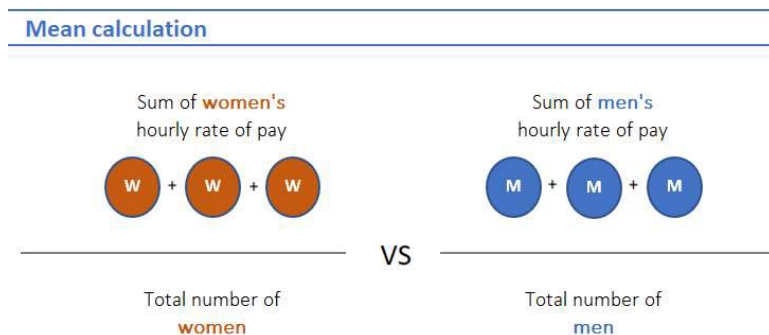
The Gender Pay Gap measures differences between average earnings of men and women across the workforce at a given snapshot date. The gender pay gap is different to equal pay which is a legal requirement that men and women receive the same pay for work of equal value.

## Difference between Median and Mean



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest.

The median gap is calculated on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.



The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

# OVERVIEW



## Gender Pay Figures for Selecta UK

The information below shows our overall median and mean gender pay and bonus gap based on the hourly rates of pay as of snapshot date of 5th April 2021 and bonuses paid in the year up to 5th April 2021.

	Median	Mean
Gender pay gap	12.21	9.03
Gender bonus pay gap	-2.59	-34.9

The Proportion of males and females receiving a bonus payment



### Proportion of females and males in each quartile band

Quartile	Female	Male
Upper	25.58%	74.42%
Upper middle	30.70%	69.30%
Lower middle	27.91%	72.09%
Lower	46.33%	53.67%

## Understanding the Gap

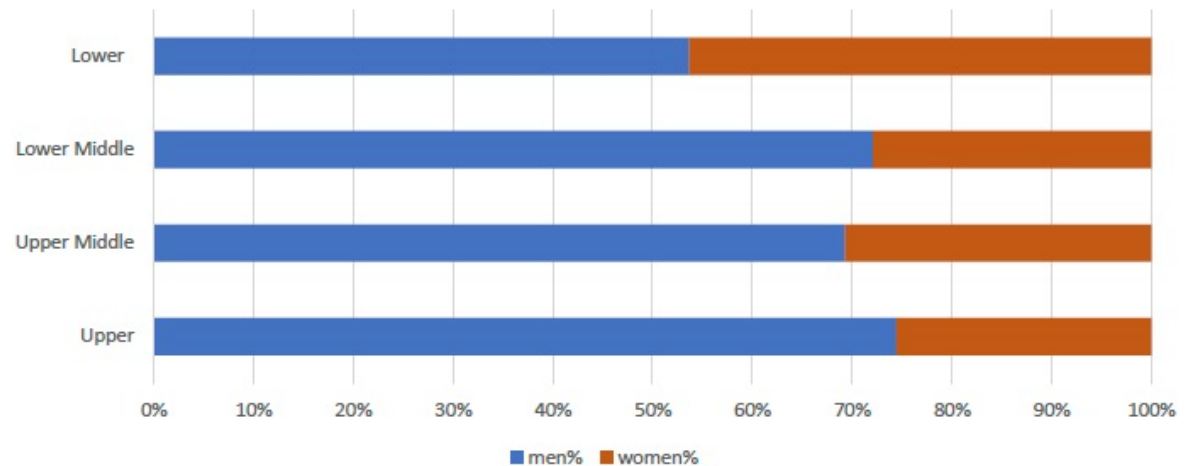
In reviewing the figures this tells us that our gender pay gap as at April 2021 is mainly because women continue to hold few senior positions within the company than men. As of April 2021, women made up 32.68% of our overall workforce with 20% of our executive team being women.

Similarly, there are fewer women in senior positions and sales positions where higher bonuses and commissions are paid, which has impacted on our bonus gap.

## Context and Measures

Like many businesses last year, our figures and processes were affected highly due to covid. This also had an impact on the pay and bonuses paid out throughout the course of the year. For example, no Christmas bonuses and lower commissions due lower demand, all of which impacted the overall figures for the gender pay gap.

### Quartile Gender %



# MORE ABOUT OUR GENDER BALANCE AIMS AND ACTIONS

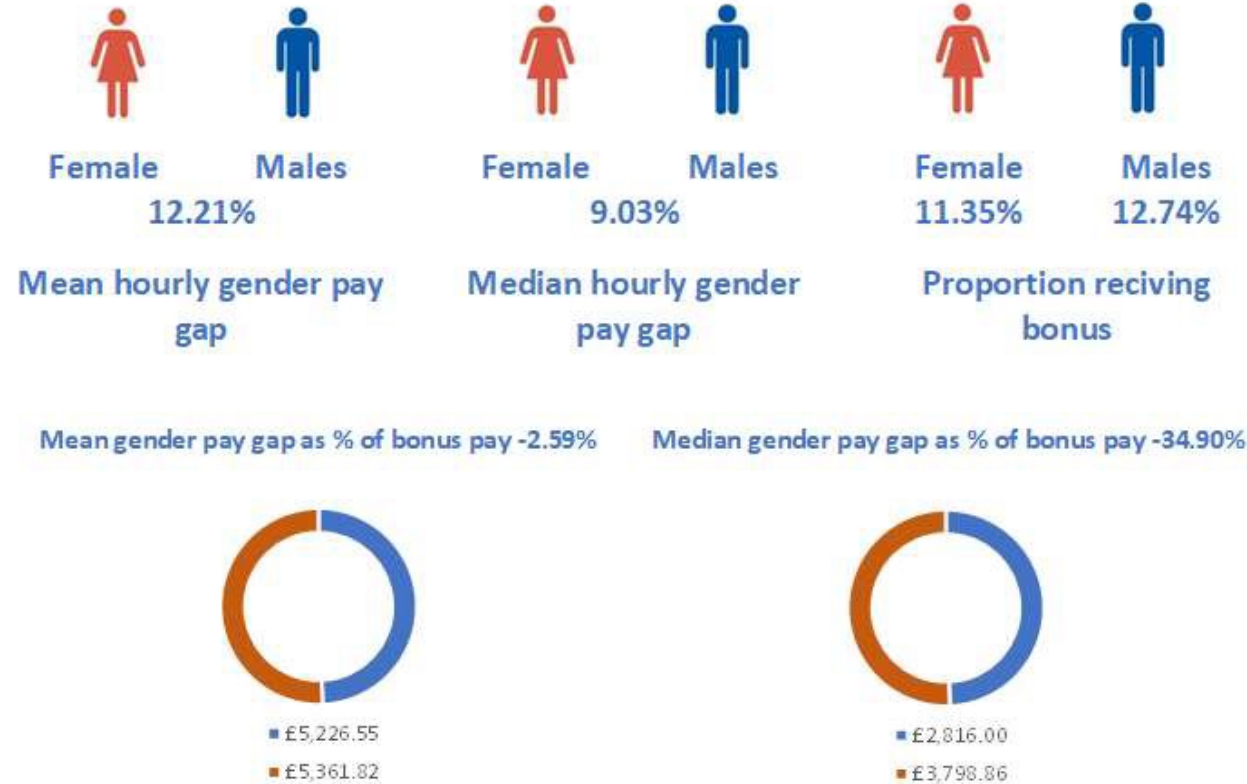
Since the previous submission for the year before, the gap has increased by 6.44% for the mean and by 1.33% for the median. One of the primary reasons for the increase is the reduction in staff for both male and female employees, especially in senior roles where the percentage of women in these roles has reduced which has a large impact in the gender pay gap.

The gender bonus pay gap however is still in female favour with the mean bonus being paid to women at £5,361.82, compared to £5,226.55 for men, along with a median bonus of £3,798.86 to women compared £2,816.00 for men.

Quartile data shows how male and female employees are distributed across the pay tiers. The data shows our distribution in all, but the lower percentile is much higher for men. The revised pay and benefit structures that were implemented later in 2021 (and therefore not included in data for this report) will serve to further reduce this gap. We continue to focus on improving our terms across the business and in addressing the gaps for female employees and new recruits. We also recognise that there continues to be a lower representation of females particularly in the middle quartiles, in roles such as Technical service and we are reviewing our recruitment strategy to directly tackle this issue.

Selecta UK is committed to equal opportunities in employment. We believe that this strong foundation will maximise people potential throughout our organisation, and we are pleased to report that our overall data compares favourably to national headline figures. Regardless of this we continue to focus on closing the pay gap and remain committed to implementing initiatives to impact this movement.

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Paul Hearne  
Managing Director, UK&I



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# APPENDIX

# YEAR-ON-YEAR COMPARISONS



Selecta U.K	Median			Mean		
	FY19	FY20	FY21	FY19	FY20	FY21
Gender pay gap	10.00%	5.77%	12.21%	11.00%	7.70%	9.03%
Gender bonus pay gap	10.01%	-11.10%	2.59%	50.02%	-42.86%	-34.90%
<b>Proportion of males and females in each quartile band</b>						
	Male FY19	Female FY19	Male FY20	Female FY20	Male FY21	Female FY21
Upper	72.00%	28.00%	65.75%	34.25%	74.42%	25.58%
Upper middle	64.00%	36.00%	73.29%	26.71%	69.30%	30.70%
Lower middle	56.00%	44.00%	68.49%	31.51%	72.09%	27.91%
Lower	55.00%	45.00%	50.68%	49.32%	53.67%	46.33%

# GENDER DIVERSITY TARGETS & ACTION PLAN: UK & IRELAND



	Baseline		Target by Year End	
	2021	2022	2023	2024
Total workforce	34%	36%	38%	40%
First level management	44%	45%	48%	50%
Second level management	29%	30%	35%	40%
Country leadership	13%	20%	25%	30%

## Key activities to reach gender diversity targets in-country: Recruiting:

- Add a statement regarding equal opportunity for employment at Selecta to any job postings
- Review wording in job descriptions to present neutrality in gender, age, and other non-merit characteristics of potential applicants
- Require that head-hunters present a balanced slate (target 50/50, at least 1/2) female and male candidates for all leadership positions. Candidates presented must all be qualified for the position.
- Target 50/50 (at least 1/2) of the candidates interviewed for every open position be a female
- Leverage a diverse group of interviewers for every position to ensure a variety of perspectives and to present a diverse environment to potential candidates
- Where there are equally qualified applicants for a position, we will aim to choose the diverse candidate
- Include more gender options in the application and new starter process (e.g. Transgender / gender-fluid / non-binary etc.)

## Key activities to reach gender diversity targets in-country: Promotion/Secondment:

- Require that internal schedules be balanced (Target 50/50, at least 1/2) female and male candidates for all leadership positions
- Target 50/50 (at least 1/2) of the candidates interviewed for every open position be a female
- Applications should be taken from interested candidates and nominations from others in the organisation should also be considered and encouraged
- Succession planning will be prepared for key roles in the organisation (e.g., country leadership teams), with a diverse mix of individuals coached & trained for future leadership roles.

## Key activities to reach gender diversity targets in-country: Other Support:

- Identify rising starts in the business and invest in their development / Graduate Programme intake
- Establish a women's network locally to support women through networking & role modelling opportunities/ Offer Mentoring & Coaching Sessions
- Create Marketing material and social media content to show how we are trying to embrace principle #12
- Offer flexibility and structured program of return to office after Mat leave (phased returns, reinduction, KIT Days, job share options)
- Hold training on unconscious bias (a Global initiative - 2022)
- Roll-out Dignity at Work training for all associates increasing awareness of Equal Opportunities, Diversity, Harassment and Discrimination in the workplace.