

Thomas Tunnock Limited – Gender Pay Gap Report for 2018

Understanding the gender pay gap

Gender Pay is not the same as equal pay. The gender pay gap is the difference in the pay of men or women across the whole of the Company. The calculation therefore takes into account all jobs at all levels and salaries. It is not about men and women doing the same job but being paid differently. Irrespective of gender, our staff are paid the same pay for carrying out the same role and we are confident that we do not have an equal pay issue.

The predominant reason for Tunnock’s pay and bonus gaps is that there are fewer women in the more senior roles (46.88% female as compared with 53.12% in the upper quartile). While not reflected in the figures, it is positive to note that the number of female employees in management roles has increased from last year. The percentage of the female population receiving a bonus (5.71%) is marginally lower than the percentage of the male population receiving a bonus (6.88%). However, this is due to the higher proportion of women in our workforce and when the underlying numbers are analysed, more female employees received a bonus than male employees. The average amount of bonus which males receive is greater and this, again, reflects the gender split across the senior roles.

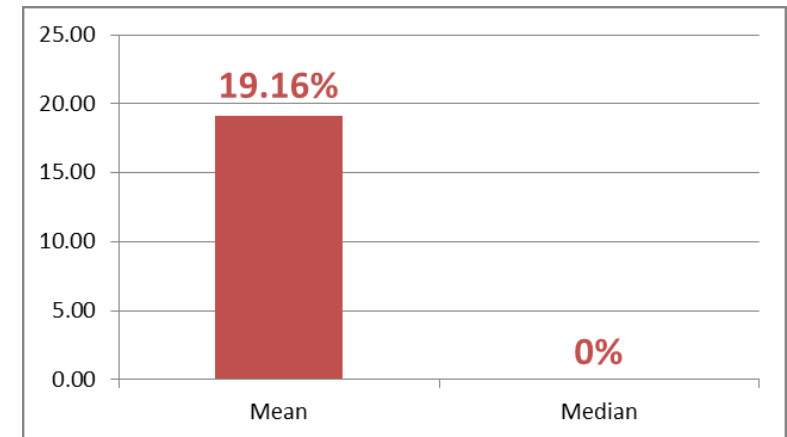
Thomas Tunnock Limited is committed to addressing the under-representation of women in its workforce in those roles which are male dominated including management, engineering and

maintenance roles. We are continuing to look at steps which can be taken to attract more women into these roles.

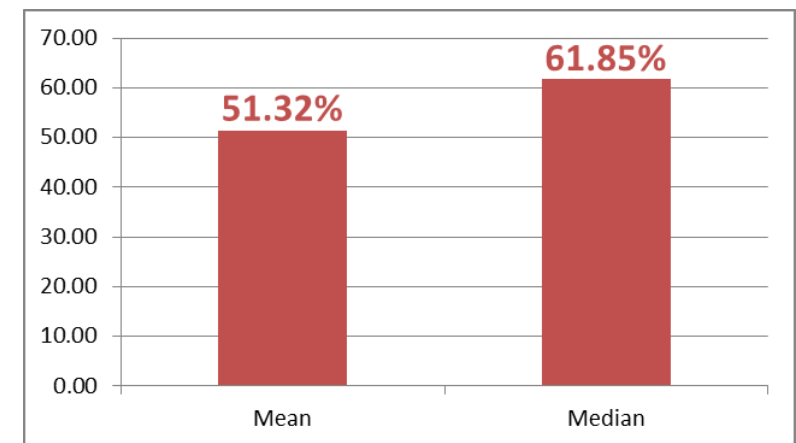
Gender Pay Gap Statistics

Companies are required to annually disclose a number of Bonus and Gender Pay Gap Statistics. The statistics for Thomas Tunnock Limited for 2018 are contained in the following charts:

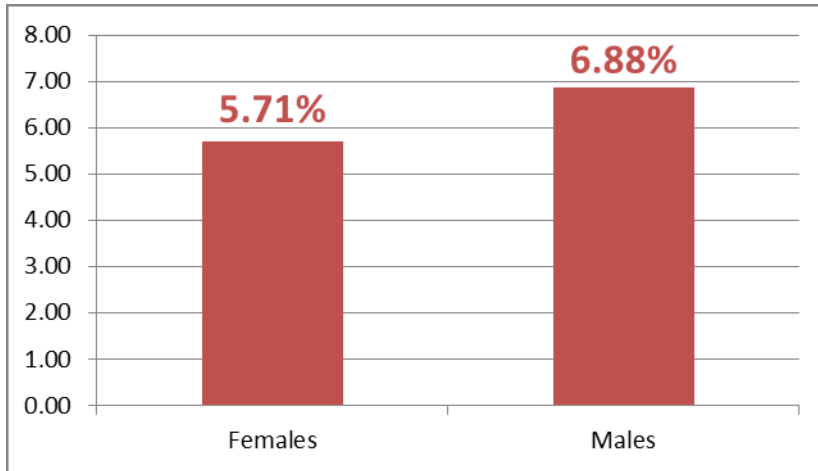
Gender Pay Gap



Bonus Gap



Proportion of male and female employees receiving a bonus

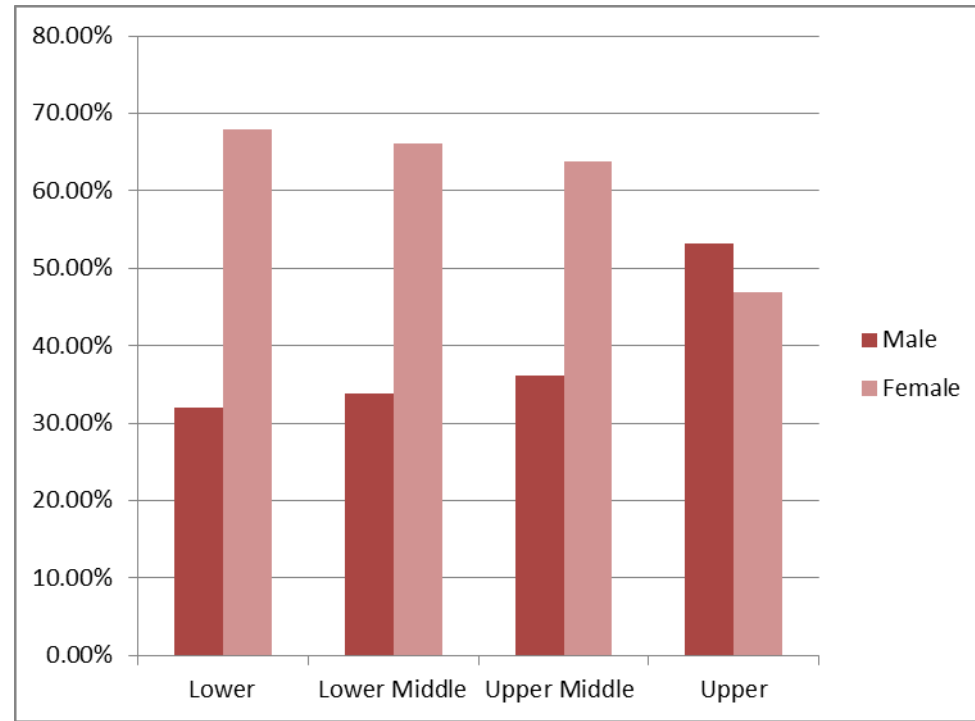


Taking action on Tunnock’s gender pay gap

One of the key issues in addressing the gender pay gap is that we have long-serving staff and very low staff turnover. This results in few vacancies arising at all levels but particularly in the senior roles. In addition, when a vacancy arises in the engineering or maintenance teams, the vast majority of job applicants are male. When vacancies do arise, we commit to trying as far as possible to have a gender balanced shortlist.

Thomas Tunnock Limited is committed to ensuring that the gender pay gap is narrowed and, in the meantime, ensuring that all employees continue to be paid equally and fairly for the roles in which they work.

Proportion of employees in each quartile pay band



I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Boyd Tunnock C.B.E.
Director