**Thomas Tunnock Limited – Gender Pay Gap Report for 2020**

**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.

Gender pay information is taken as at a snapshot date – in this case 6 April 2020. In April 2020, we faced unprecedented challenges with the COVID pandemic. The factory was closed and 565 out of 619 of our employees were on furlough under the Coronavirus Job Retention Scheme. As a result of these circumstances, the data which we have used for reporting purposes is not representative of a usual year as the pay for the vast majority of our workforce was not included in the pay gap and quartile band calculations.

The predominant reason for Tunnock’s pay and bonus gaps is that there are fewer women in the most senior of our roles (21.43% female as compared with 78.57% in the upper quartile). The percentage of the female population receiving a bonus (6.07%) is marginally higher than the percentage of the male population receiving a bonus (5.83%). 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 2020 are contained in the following charts:

Gender Pay Gap

Bonus Gap

Proportion of male and female employees receiving a bonus

Proportion of employees in each quartile pay band

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.

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.

Sir Boyd Tunnock C.B.E.

Director