

LAILA'S FINE FOODS LIMITED
GENDER PAY GAP REPORT 2018

Mean Gender Pay Gap 1.8% Median Gender Pay Gap 0.0%
Mean Bonus Pay Gap (192.4%) Median bonus Pay Gap (170.0%)
Proportion of employees receiving bonuses Male 7.9% Female 6.3%

Quartile analysis

	Q1	Q2	Q3	Q4
M	66.1%	62.7%	65.5%	60.9%
F	33.9%	37.3%	34.5%	39.1%

The Mean Gender Pay Gap at 1.8% has reduced from 5.9% in 2017 and remains well below the national average.

The Median Gender Pay Gap is 0% reflecting the fact that the male and female members of staff in the middle pay rates when ranked by number of employees are paid equally.

The business does not use bonuses across all departments and hence this has an impact on the data presented.

A slightly higher percentage of male members of staff received a bonus but bonuses paid to female members of staff were higher on average.

Our team are made up of 64% of male staff and 36% of female staff and this is represented comparatively in the quartile analysis. There is a slightly higher percentage of female staff in the upper quartile of 39.1% compared to the overall average across all staff.

The business is pleased that the mean gender pay gap has narrowed and we will continue to ensure that both male and female members of staff have the same opportunities to gain promotion to more senior positions to ensure that this gap is kept as low as possible.

I confirm that the information contained within this report is accurate



Laila Remtulla
Managing Director