

Cotteswold Dairy



2017

Our Gender Pay Gap

Cotteswold Dairy Ltd

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Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 require employers with more than 250 employees to collect and analyse their pay data as of the 5th of April 2017 and publish it within 12 months of this date.

Date: 03/04/2017

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Our Gender Pay Gap Statistics

Welcome to our gender pay gap report:

At Cotteswold Dairy we believe that having great employees is critical to achieving our business goals of delivering a high quality product with great customer service. Our exceptionally diverse workforce allows us to draw on talent from a broad range of backgrounds while being inclusive and providing equal opportunities.

We have a proven track record of recognising talent and providing people with career development opportunities on an equal opportunity basis. We encourage personal development through company funded training and education across all areas of the business.

Although our gender pay gap is low, our analysis has identified that there are opportunities across our business to develop a better gender pay balance. We are committed to diversity and inclusiveness to help us achieve this change. Fairness, equal opportunity and fulfilling careers at all stages of life is our ultimate goal as we continue to strive for gender balance.

Sincerely,

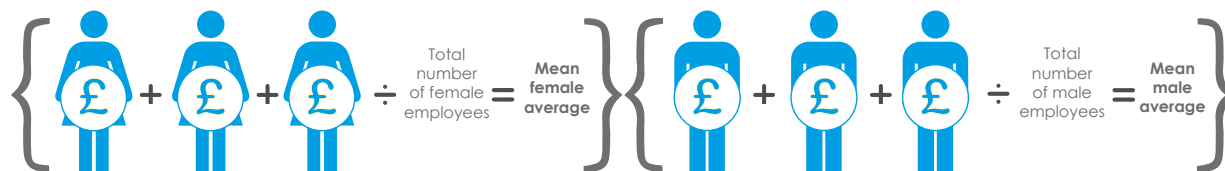


George Workman
Managing Director
Cotteswold Dairy Ltd.



How do we calculate the difference in the 'mean average' pay

The mean average pay is calculated by adding up the relevant pay for all our employees and dividing the result by the total number of employees.



Based upon the mean average Cotteswold Dairy **pays men 3.4% more** than woman, which is significantly lower than the current published national average of 18%¹. Our gender pay gap is due to fact that our manufacturing sector of our business is predominately male with predominately male applicants.

We have a small number of productivity bonuses and based on the 'mean average' Cotteswold Dairy pays men 100% more than women. The incentives and productivity bonuses are on our manufacturing side of the business which is predominately male and has attracted male applicants.

How do we calculate the difference in 'median pay'

A median average involves listing all employees in order of their pay, and the median is the middle person on that list.

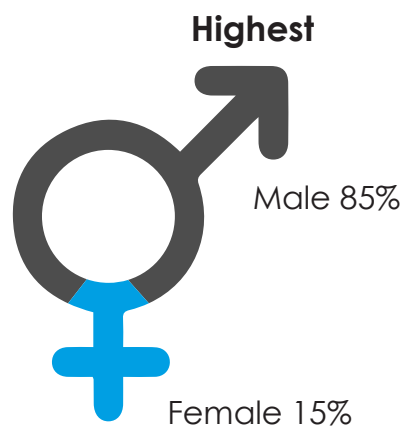
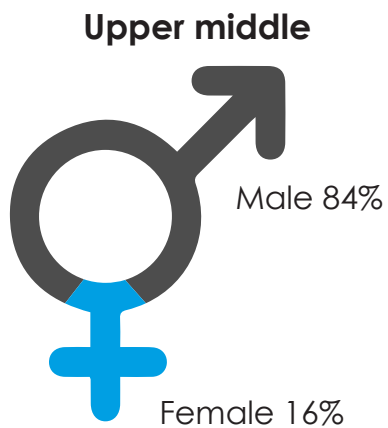
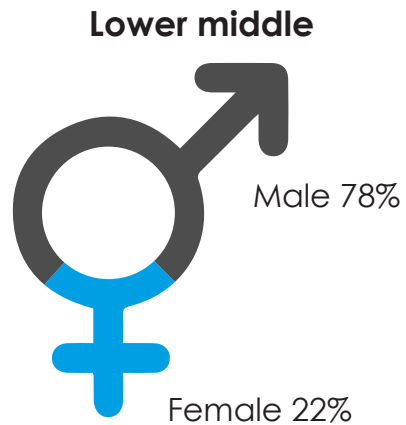
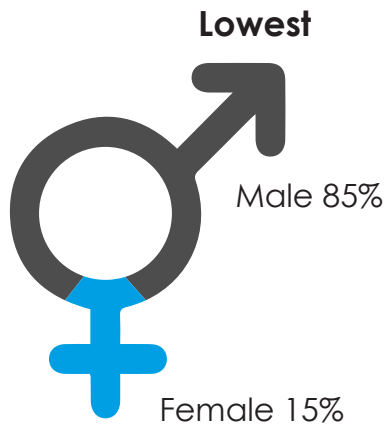


Based upon the 'median average' Cotteswold Dairy **pays men 4.3% more** than woman. Our gender pay gap is due to fact that we have a long standing employees that are predominately male.

We have a small number of productivity bonuses and based on the 'median average' Cotteswold Dairy pays men 100% more than women. As above the productivity bonuses are on our manufacturing side which is predominately male.

How do we calculate the pay quartiles

Pay quartiles are calculated by listing all employees in the order of relevant pay from the lowest to the highest earnings, then splitting these into four equal groups (quartiles).



Our action plan for our gender pay gap

We are committed to reducing our gender pay gap by carrying out the following initiatives:

- 1. Develop employment policies and working practices that encourage a diverse and inclusive workforce**
- 2. Utilising internal and external resources to identify and implement succession plans for critical business roles**
- 3. Develop employee policies, procedures and working cultures aligned to the business values**
- 4. Continue to provide diversity and inclusion training for all those involved in the recruitment and promotion process**
- 5. Continue to develop our employees through the use of personal development plans whilst retaining specialist sector skills**
- 6. Work with recruitment partners that seek a diverse range of candidates for all roles**



An inclusive
and equal
workplace is
our ultimate
goal

Cotteswold Dairy Ltd.

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