

2 April 2019

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GENDER PAY GAP STATEMENT

Selecta U.K. Ltd is an employer required by law to carry out annual Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017). We value fairness, equality and inclusion within our workforce and are committed to reducing our gender pay gap.

This statement refers to employee information from our HR and payroll records at the snapshot date of 5 April 2018. 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.

Gender Pay Gap Overall Results

Selecta as at 5 April 2018 employed 1,618 employees of which 1,000 are male and 618 are female, overall representing 62% males and 38% female.

- The proportion of full-pay split by men and women in each of the four quartile pay bands is shown in the table below.

Quartile	Men	Women
Upper	72%	28%
Upper Middle	64%	36%
Lower Middle	56%	44%
Lower	55%	45%

- 11% difference in the mean pay of full-pay men and women;
- 10% difference in the median pay of full-pay men and women;
- 50% difference in mean bonus pay of men and women (impacted by a small proportion of males with significantly higher bonus awards and some retention bonuses during integration);
- 10% difference in median bonus pay of men and women;
- the proportion of men who received bonus pay is 40% whereby for women the proportion is 49%;

Context and Measures

At the time of this data snapshot, we should reference that we were integrating the Selecta and Pelican Rouge businesses and had just moved all employees onto one payroll in April 2018. Next in 2019 we are reviewing alignment of terms and conditions and our pay structures.

In terms of this latest report we observe that the 10% difference in the median pay of our full-pay men and women is approximately in line with the 8.6% provisional national headline measure for 2018, reported in the Annual Survey of Hours and Earnings (Office for National Statistics). Also positive was the increased percentages of women in the upper and lower middle quartiles although

we recognise that we need this to next be reflected in the upper quartile when comparing to the statement issued on 3 April 2018. Overall Selecta continues to operate an equal opportunities policy and takes a proactive approach to develop and progress employees from within.

We will therefore continue to ensure focus on reducing our gender pay gap and for when we next publish results in April 2020.



Wes Mulligan
Managing Director