

2017

GENDER PAY GAP REPORT



The best people help make our business prosper.

A diverse culture, men and women across our business makes us one of the best employers in our sector



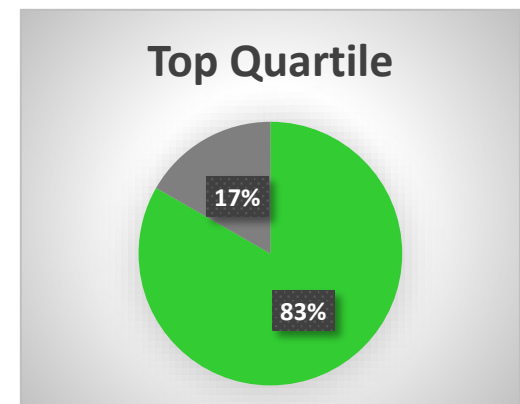
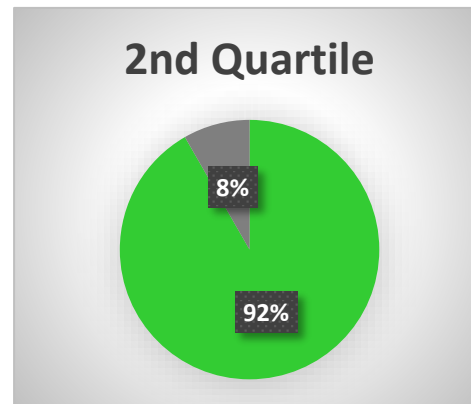
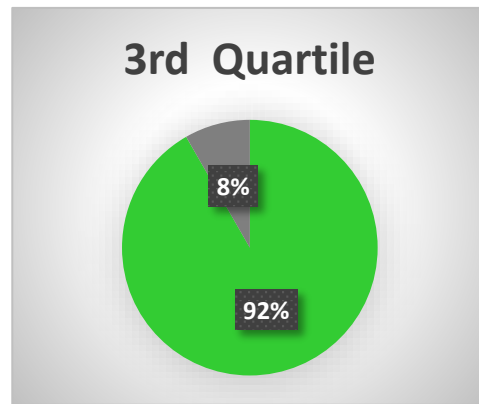
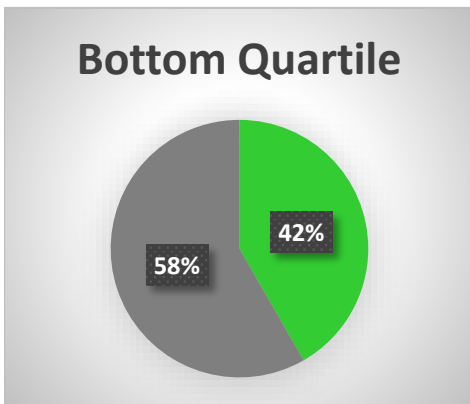
TH Clements & Son Ltd operates within the Agriculture and Produce Industry growing, packing and delivering Brassicas and Potatoes to the retail industry.

This Gender Pay Report is based on data as at 5th April 2017. At this date, TH Clements employed 314 employees with 87 (28%) being female and 227 (72%) being male.

Our lower paid positions tend to attract more females due to the working hours which are more consistent and stable throughout the year.

	MEAN	MEDIAN
PAY	12.8%	3.1%
BONUS	86.1%	50.0%

	MALE	FEMALE
NO. RECEIVING BONUS	3.1%	4.6%



■ Male
 ■ Female

The Gender Pay Gap is significantly lower than the national average of 18%. All job roles are paid at a rate and have no relevance to whether a male or female is recruited into the role.

Only a small number of individuals are paid a performance related bonus and this is related to the profitability of the company.

TH Clements will actively seek to recruit females in more skilled and senior positions to reduce our Gender Pay Gap.