

2020

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



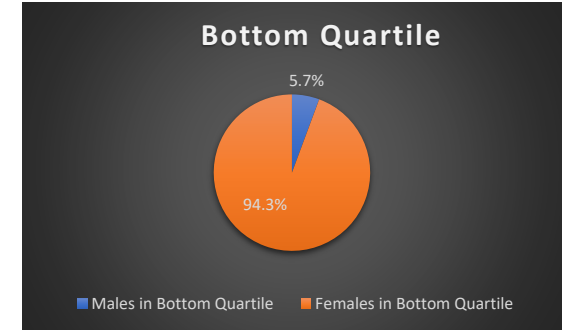
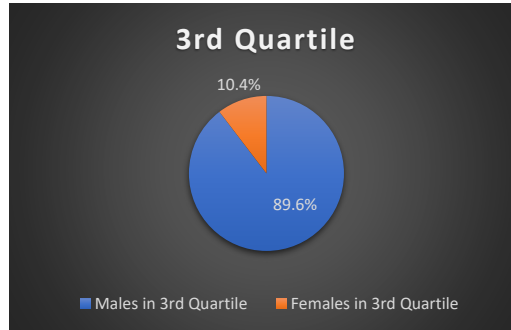
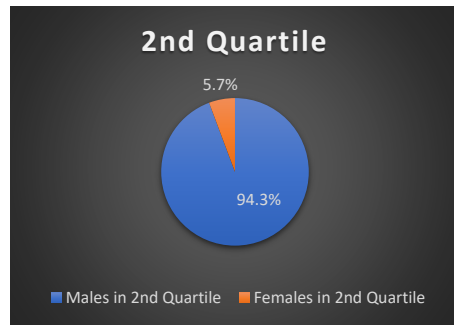
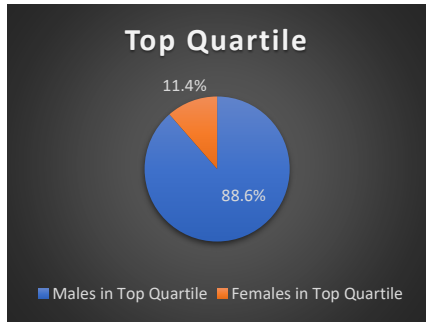
TH Clements & Son Ltd operates within the Agriculture and Produce Industry growing, packing and delivering Brassicas and Potatoes to the retail industry.

This Gender Pay Report is based on data as at 5th April 2020. At this date, TH Clements employed 422 employees with 129 (31%) being female and 293 (69%) 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	9.1%	1.9%
BONUS	74.3%	66.7%

	MALE	FEMALE
NO. RECEIVING BONUS	2.9%	4.1%



■ Male
 ■ Female

The Gender Pay Gap is significantly lower than the national average of 15.5% and has decreased from 2019. All job roles are paid at a rate and have no relevance to whether a male or female is recruited into the role. We are actively encouraging females to work in the more technical and skilled roles to bring a greater area of diversity into the business.

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

Many of the roles within our business are traditionally male dominated such as Tractor Driving and Harvesting but we will continue to work with Training Providers to encourage younger females to work within our industry.