

# Welcome to our 2018 Gender Pay Report

Campden BRI, Chipping Campden, Gloucestershire, GL55 6LD, UK



# Gender Pay Gap Reporting

## Welcome to the 2018 Campden BRI Gender Pay Report

Campden BRI celebrates 100 years of business in 2019. Gender equality has a longstanding importance to the organisation. Our workforce of 400+ staff is 59% female and 41% male. In our upper quartile, 42% are female and many of them are longstanding members of staff who are highly respected in the industry. We are proud of these figures and actively support the Company's vision to be an employer of choice.

The gender pay gap can often be confused with equal pay, but they are measured differently. Unequal pay is where one gender is paid less than the other for the same work. Unlike the gender pay gap, which measures the difference in earnings at an organisational level, equal pay is calculated by comparing the pay of employees on a case by case basis.

For 2018, Campden BRI reported a mean pay gap of 20.9%, down from 23.1% in 2017. The median pay gap was 17%, which reduced by 2.5% from the 2017 gap of 19.5%.

The Company paid a bonus to all eligible staff in 2018 with 89.3% of females and 85.8% of males receiving a bonus. In 2017, there was no bonus payment, however there were bonus awards given to staff with length of service milestones and various staff receiving staff prizes, which constitutes a bonus award for gender pay comparisons.

Within our quartile ranges, we acknowledge in the upper quartile that we have a higher number of men in senior roles. Amongst other initiatives, we are actively reviewing our succession planning model process to ensure we have clear opportunities for progression within the organisation.

We are proud of our open communication culture and over the last year we have implemented an online staff survey to all staff, which has over 70% of staff responding on a regular basis. In terms of Diversity and Inclusion feedback, 80% of staff have stated that they feel that staff from all backgrounds are treated fairly.

We've worked hard on our reward strategy in the last 12 months to ensure we have a clear and transparent model for career progression, which will be launched to all staff later in 2019 and will ensure that we continue to be a great place to work. As part of this project we will include a management competency framework with supporting training needs to identify how we can develop managers within the organisation.

We remain committed as a business to ensure that we are hiring and retaining top talent within the organisation and continuing to work towards being a great place to work for all employees and a partner of choice for the industry.

Steven Walker  
Chief Executive

## Our gender pay statistics

	2018		2017	
	Mean	Med	Mean	Med
<b>Pay gap</b>	20.9%	17%	23.1%	19.5%
<b>Bonus gap</b>	11.1%	18%	39.8%	32%

### Difference in bonus payment



89.3%

of women received a bonus



85.8%

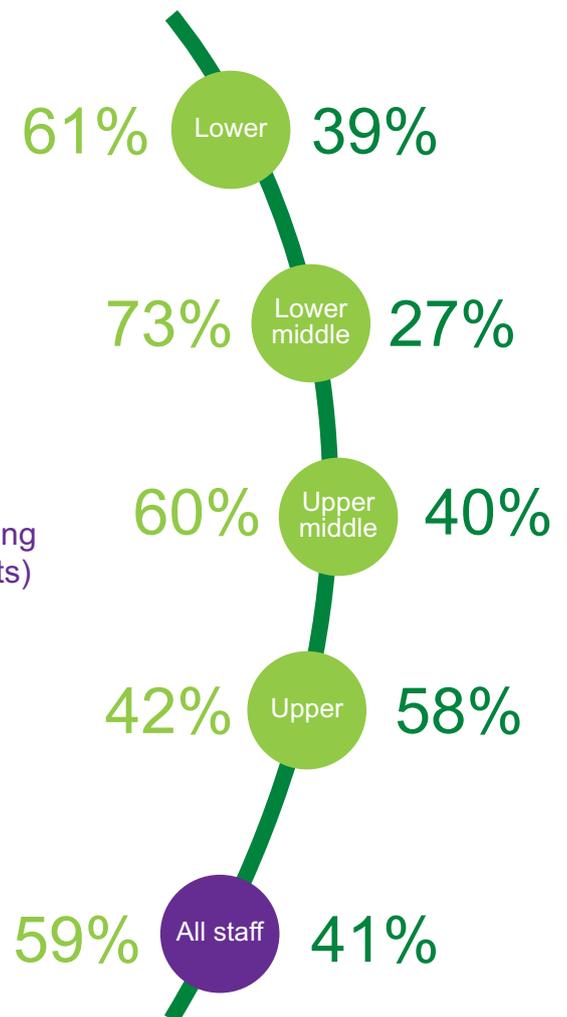
of men received a bonus

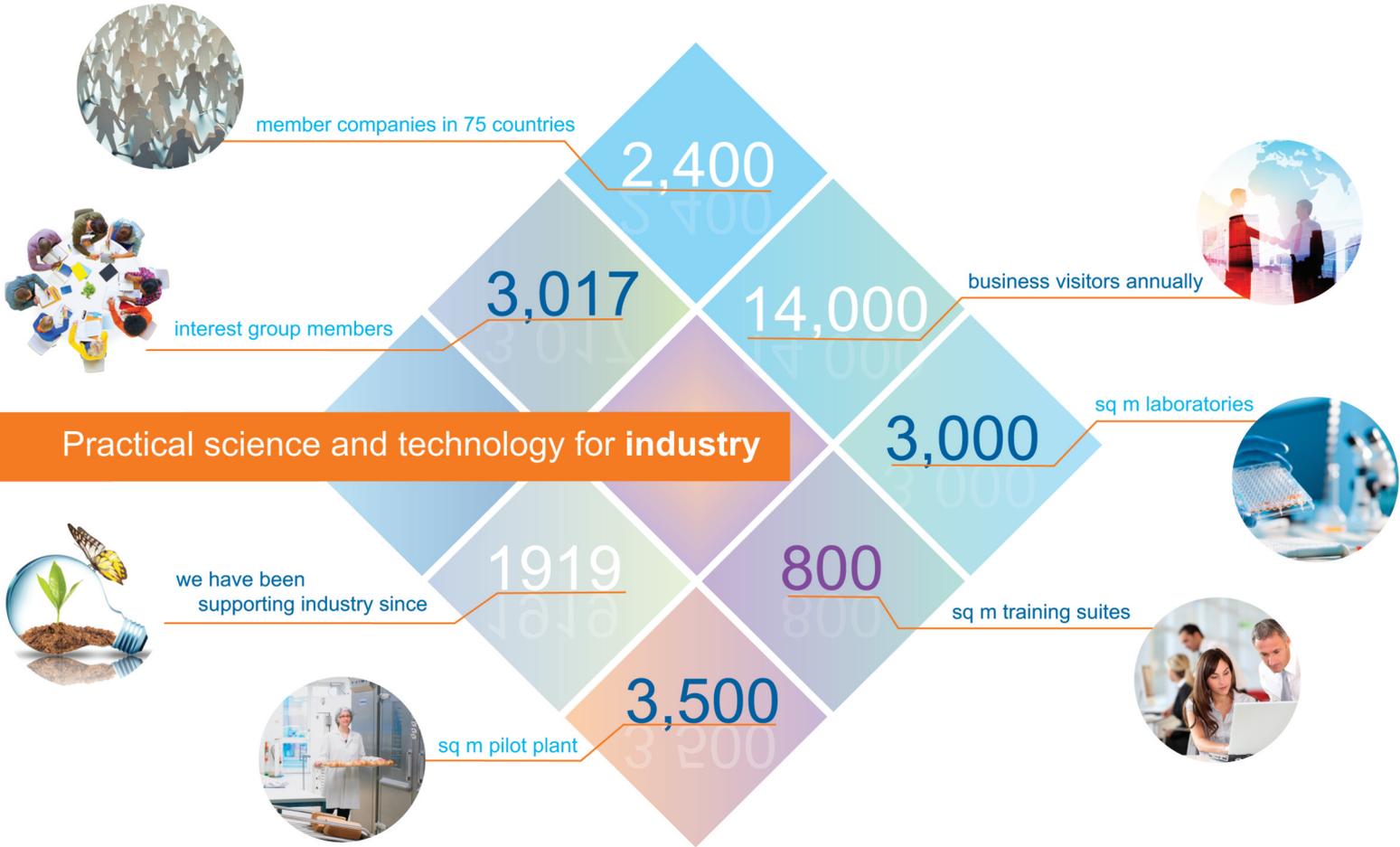
Female

Male

### Quartile ranges

(percentage of gender according to salary brackets)





## Mission

Practical application of technical excellence for the food and drink supply chain

## Vision

To be the partner of choice for the development and application of technical knowledge and commercially relevant solutions for the food and drink supply chain

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For other sites, see  
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