



a family dairy since 1990

# **Nijjar Dairies Limited.**

## **Gender Pay Gap Report 2019 -2020**

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Nijjar Dairies Ltd Registered in England: 2874484 - Nijjar Property Ltd Registered in England: 3023969



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## Foreward

Since 2018, UK companies with more than 250 employees are required to report their gender pay gap. This is the second year, that Nijjar Dairies Ltd is reporting Gender pay gap data as the employees have crossed the count of 250 for the snapshot period.

Nijjar Dairies Ltd. is a privately-owned company with a long-standing tradition of employing a diverse workforce, treating staff members on an equal basis, regardless of their ethnic background, age, religion or gender.

The Company reward staff members on performance and their level of responsibility, taking an objective approach to recruitment, development and reward.

Gender Equality is a significant requirement of committing to diversity and inclusion and the need to report the gender pay gap is an important step in objectively assessing any disparity and creating a precedent upon which to take action.

Our gender pay gap report outlines some encouraging signs, with mean female pay being higher than male mean pay for overall company, median gender pay gap also showing female median pay as higher than male median pay and three of the four quartiles also showing female mean pay higher than male mean pay.

Group CFO

## Gender Pay Gap vs Equal Pay

The gender pay gap differs from equal pay and should not be confused as being the one and same thing.

The Equality & Human Rights Commission outlines the differences as follows:

‘Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. Equal pay infers that male and female workers and women in the same role, performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap measures the difference between male and female average earnings across an organisation. The gap is defined in percentage terms

It is important to note that equal pay is unlawful, and a gender pay gap is not.

Nijjar Dairies Ltd. are aware that gender should not prejudice employee remuneration and the Company ensures an objective and fair approach to remuneration when employing staff.

## Nijjar Dairies Ltd: Gender pay gap data

### Workforce structure at Nijjar Dairies Limited

11 % Female employees  
89 % Male employees

### Average Gender Pay data

Mean male hourly pay £12.40 per hour  
Mean female hourly pay £14.45 per hour

**-16.53 % Mean  
gender pay**

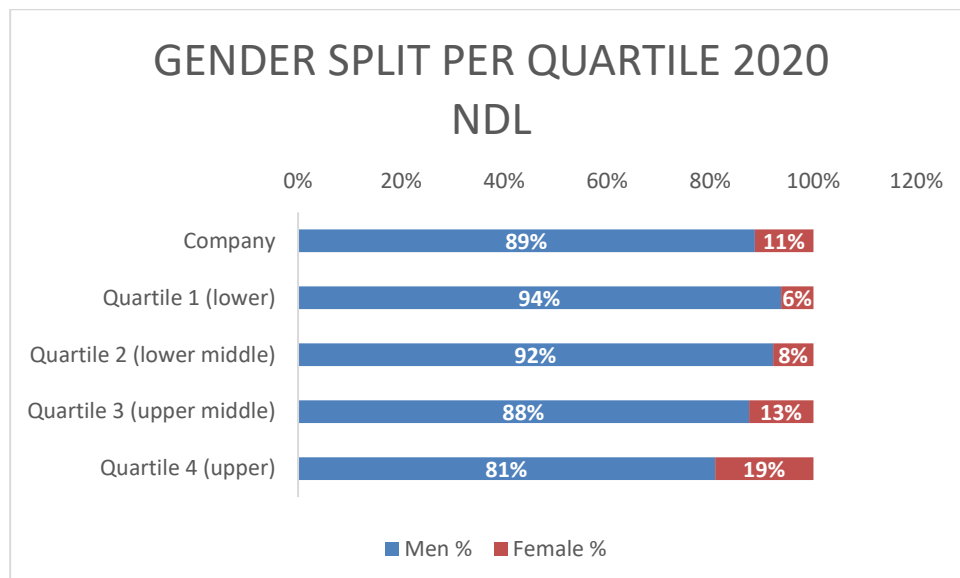
Median male hourly pay £10.13 per hour  
Median female hourly pay £12.02 per hour

**-18.66% Median  
gender pay gap**

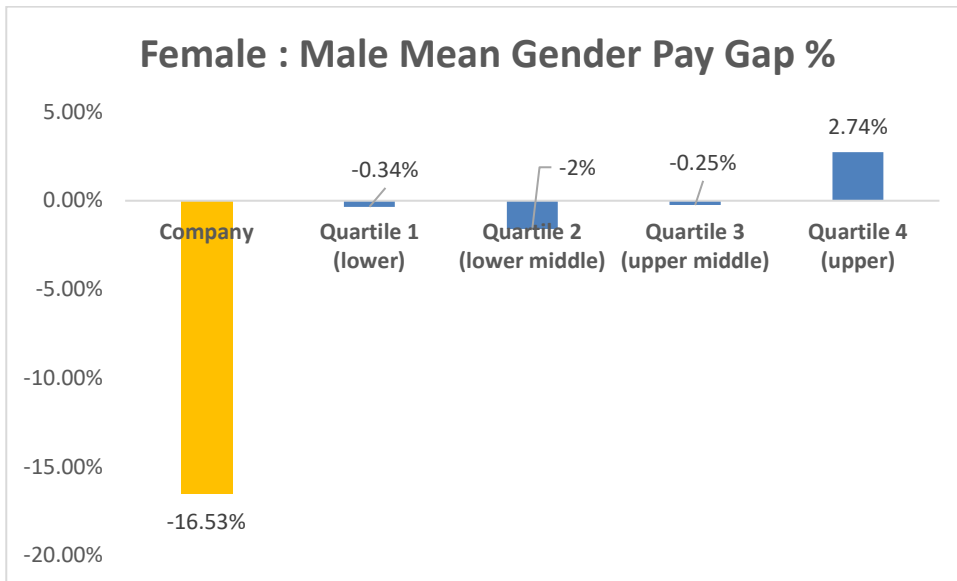
### Statutory Information: Bonus Data

As part of the mandatory reporting process, employers are required to publish the gender pay gap within their bonuses. At Nijjar Dairies Ltd. we do not currently award bonuses (though this may change during 2021/22). And therefore, will not be able to report a bonus gender pay gap for bonus payments. Should bonus payments become part of the remuneration / performance management system in the coming 12 months, the Company will ensure such statistics are reported in 2022.

### Pay Quartiles



*Pay gap in each Quartile*



\* i.e. Male mean pay is 2.74 % higher than Female mean pay in the Upper Quartile whereas Female mean pay is 16.53 % higher than Male mean pay as a Company average.

**Understanding the Data**

Nijjar Dairies Limited’s workforce is skewed towards front line operational roles as well as distribution and office based roles.

Females comprise a relatively small proportion of the overall workforce and are primarily engaged in skilled roles that are well paid like Finance and Accounts.

The male mean pay is brought down by a high volume of workers in entry level roles in operations and distribution, for example.

The Upper Quartile is showing Mean male pay higher than female mean pay given the placement of few of the executive level roles, on high pay, in this quartile that skew the pay figures.

A positive observation being the higher female mean pay compared to male mean pay in Lower, Lower middle, and Upper Middle quartiles.

No bonus metrics reported as all staff at the Company are paid a competitive fixed salary.

**Actions Going Forward**

The Company will be continuing its review of hiring and reward practices to support a healthy trend with more and more females being appointed to highly skilled and management positions.

The company further expects some more positive changes to the proportion of the workforce comprising female employees by the time of next year’s report.