





	Median	Mean
Gender pay gap	7.2%	16.2%
Gender bonus pay gap	24.0%	61.5%
Proportion of males and females receiving a bonus payment.	 18.2%	 28.9%
Proportion of males and females in each quartile band.		
Quartile		
Upper	84%	16%
Upper middle	85%	15%
Lower middle	79%	21%
Lower	65%	35%

Under legislation introduced in 2017, employers with more than 250 employees are required to publish a prescribed analysis relating to the gender pay gap within their organisation on an annual basis. The table above is the result of the analysis carried out in 2020.

This report is based upon the 263 employees in place within ARRK Europe Limited at the snapshot date of 5<sup>th</sup> April 2020. It should be noted though that the company utilised the Government's Coronavirus Job Retention Scheme during this period and as a direct result, the number of employees receiving full pay for this report is just 78 (less than 30% of the total employed at that time).

### Gender Pay Gap

The median pay gap is defined as the difference between the median hourly rate of pay that male and female full-pay relevant employees receive. With a percentage of 7.2% (2019: 11.4%) it is indicated that male employees typically receive a higher rate than female employees. Whilst it is apparent that this gap is decreasing it should also be noted that the percentage of relevant male employees also fell to 78% (2019: 87%).

Additional analysis shows that the mean gender pay gap percentage has increased to 16.2% (2019: 2.3%). This is primarily due to management and office-based staff which typically earn at a higher hourly rate being less likely to have been furloughed at this time. With the majority of the factory-based staff being male, this has a significant effect on the overall analysis and result.

### Gender Bonus Pay Gap

Of those employees that were paid a bonus during the qualifying period, the gender bonus pay gap analyses the differences in the levels of bonus paid to each gender. For 2020 the median level of bonus paid to female employees was 24.0% lower (2019: 6.6%) than the bonus paid to male employees. The mean average bonus paid to female employees was 61.5% lower (2019: 18.7%) than that paid to male employees.

### **Proportion of males and females receiving a bonus payment**

In this reporting period 41 (2019: 131) male and 11 (2019: 16) female staff received a bonus. This represents 18.2% (2019: 52.0%) of all eligible male staff and 28.9% (2018: 41.0%) of all eligible female staff.

### **Proportion of males and females in each quartile band**

This calculation shows the proportions of male and female full-pay relevant employees in four quartile bands. This is done by dividing the workforce into four equal parts. The employees are listed in order of their hourly pay rate, with the highest levels appearing in the upper quartile and the lowest levels in the lower quartile. This report shows that for this reporting period the upper two quartiles were made up of 85% (2019: 88%) of male employees, with the lower two quartiles showing 72% (2019: 85%). This is primarily due to the furloughing of a significant number of factory-based staff at the time, with the majority being male.

### **Summary**

The analysis of our gender pay gap has been based upon less than 30% of the employees in place at the time due primarily to the use of the Coronavirus Job Retention Scheme. As such it is difficult to draw meaningful conclusions regarding rates for pay and bonuses from the analysis of a significantly reduced pool of relevant employees.

A quarterly bonus scheme remains in place for all employees linked to the performance of the individual site at which the individual is based. The percentage of relevant staff receiving bonuses has decreased for both male and female employees.

The percentages of male and female employees in the upper two quartiles has remained similar to previous levels. The lower quartile percentage of males has dropped significantly as a direct result of the utilisation of the Coronavirus Job Retention Scheme.

Whilst it is not possible to draw significant conclusions from this data set the Board is confident that the business is continuing to proactively address any gaps.

As with all organisations in the UK, we continue to operate an Equal Opportunities policy in which we select, recruit, develop and promote the very best people, basing our judgement solely on suitability for the job. We are also committed to promoting flexible working where possible and instigate reviews of our reward systems regularly. It is anticipated that the continuation of these actions will go some way towards further reducing the current gender pay gap further.

### **Declaration**

I confirm that the ARRK Europe Limited gender pay gap calculations are accurate and fully meet the requirements of The Equality Act 2010 (Gender Pay Gap information) Regulations.



**Simon Holmes**  
Finance Director