

# Gender Pay Gap Report

## 5 April 2020



### GENDER PAY GAP

Dalziel Limited (Company Number SC63157) has over 250 employees and is therefore required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The regulations require the following information to be calculated in accordance with the rules set out –

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of male and female employees receiving a bonus payment
- Proportion of male and female employees in each quartile band

Dalziel Limited is a supplier to the meat processing and retail butchery industries and employs 458 people from its strategically located depot network throughout the United Kingdom. This report has been prepared at the snapshot date of 5 April 2020.

#### *Total employees*

| <i>Gender</i> | <i>Number of employees</i> |        |
|---------------|----------------------------|--------|
| Female        | 90                         | 19.7%  |
| Male          | 368                        | 80.3%  |
| Total         | 458                        | 100.0% |

#### *Mean gender pay gap*

7.5% in favour of male employees

#### *Median gender pay gap*

2.8% in favour of female employees

#### *Mean bonus gender pay gap*

33.1% in favour of male employees

#### *Median bonus gender pay gap*

(61.9)% in favour of female employees

#### *Proportion of male employees receiving a bonus payment*

58.2%

#### *Proportion of female employees receiving a bonus payment*

58.9%

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*Proportion of male and female employees in each quartile band*

|                       | <i>Female</i> | <i>Male</i> |
|-----------------------|---------------|-------------|
| Lower quadrant        | 17.9%         | 82.1%       |
| Lower middle quadrant | 24.3%         | 75.7%       |
| Upper middle quadrant | 18.8%         | 81.2%       |
| Upper quadrant        | 18.9%         | 81.1%       |

Dalziel Limited will use these results to assess levels of gender equality and steps will be taken, if required and where possible, to address any inequities.



AS Dalziel  
Managing Director