



Zorba Delicacies Ltd UK Gender Pay Gap Report 2018

Zorba Delicacies is a multi million pound manufacturer of dips, deli fillers and soups, based in Ebbw Vale, South Wales with 450 employees, making us one of the largest manufacturing employers in Blaenau Gwent. We have a long history of diversity in our workforce and recognise that our employees are key to our success. We continue to develop our staff at all levels in our business.

We welcomed the introduction of gender pay gap reporting in 2017 and committed to driving change within our business to work towards closing the gap.

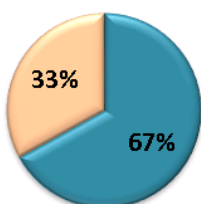
Zorba Delicacies Ltd Gender Pay Gap 2018	
<b>Mean Gender Pay Gap</b>	<b>11%</b>
<b>Median Gender Pay Gap</b>	<b>0%</b>

We are pleased to report there has been a narrowing in **our mean gender pay gap and our mean gender pay gap for 20`8 is 11% compared to 12% in 2017**. We predict there will be further changes in the future as the measures we have implemented to address the gender pay gap become apparent.

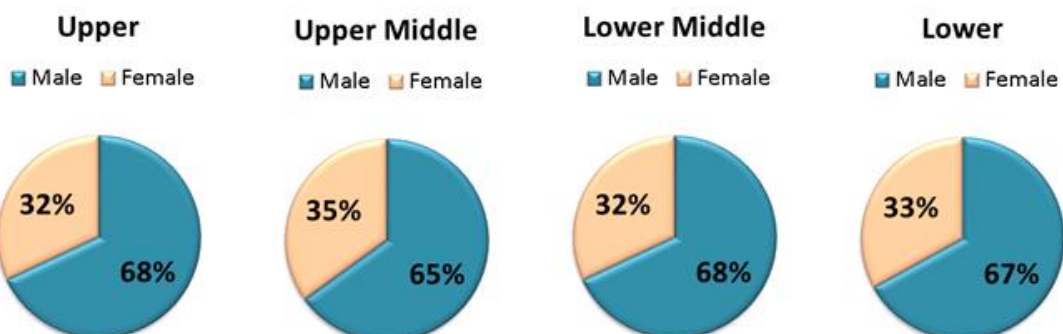
**Our median pay gap for 2018 is 0% compared to 10% in 2017**. This means if all our male colleagues stood in a line in order of highest to lowest hourly rate paid and all our female colleagues did the same, there would be no difference in hourly pay rate between the middle colleagues in each line.

### Current Workforce

■ Male ■ Female



We are pleased to report a change in the **Upper Middle Quartile from 27% female in 2017 to 35% female in 2018** as a result of new starters and particularly, internal promotions, which has resulted in the representation in all quartiles for 2018 being more reflective of the representation in our current workforce compared to 2017



## Zorba Delicacies Ltd Bonus Pay Gap

<b>Mean bonus gap</b>	<b>73%</b>
<b>Median bonus gap</b>	<b>92%</b>
<b>Receive bonus Male</b>	<b>12%</b>
<b>Receive bonus Female</b>	<b>19%</b>

In 2018 our mean bonus gap is 73% compared to 79% in 2017. In 2018, more women received bonus payments than men which is a significant change on 2017 figures (male 33% and female 15%). However, although we have made changes to improve representation of women across our business, we still have more men than women on our leadership team, and these roles attract a higher level of bonus, therefore our median bonus gap for 2018 is 92%. We will continue to ensure our recruitment for Senior Leadership roles is open and inclusive

We will continue to pay above the National Living Wage to all employees, regardless of gender and age.

### **Closing the gender pay gap**

We have identified the following areas to focus on over the next 12 months to begin addressing our gender pay gap:

1. Expand our monitoring of diversity metrics at quartile levels with visible reporting to Senior Management Team
2. Focus on gender diversity in our recruitment process and appoint people based on merit
3. Develop mentoring and training opportunities, externally and internally for female colleagues, particularly in STEM fields
4. Continue to review our flexible working across all levels to enable women to remain in the workplace

I confirm our data is accurate

Bec Walker

HR Manager