

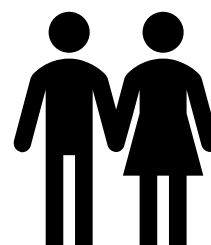
# 2018 - 19 Gender Pay Gap Report

Moulton Bulb Co Ltd is an Onion Growing, Grading, Packing and Marketing business which operates within the Fresh Produce sector, predominantly Growing Grading, Packing and Preparing Onions for the retail Sector.

The Gender Pay Gap Report is based on data as at the 13th August 2018. At this date Moulton Bulb Company employed 221 Staff with 132 (59.7%) being male and 89 (43%) being female.

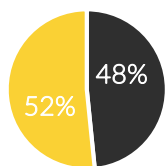
## Pay and Bonus Gender Gap us as follows:

	Mean	Median
Pay	3.9%	4.9%
Bonus	0%	0%

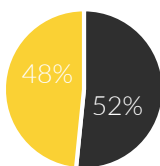


## The proportion of males/females in each quartile pay band is as follows:

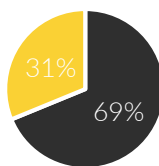
Lower Quartile



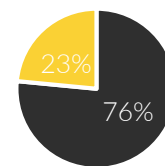
Lower Middle



Upper Middle



Upper Quartile



■ Male ■ Female

### Commentary;

Moulton Bulb Company Gender Pay Gap is significantly lower than the National Average of 18%.

There are no differences in Pay rates for different genders fulfilling equivalent roles.

We currently do not pay bonuses.

Night Shift workers are paid at an enhanced rate but both Male and Female are at the same rate of pay [according to their length of service/experience level]

As the hierarchy of our business is rather slim we have a low number of higher paid Salary Positions within the upper quartile so to some degree skewed but many of the top positions are held by female employees.

David Hodgson. HR Director 13.08.2018

