



2017 GENDER PAY GAP STATEMENT

The gap in pay between men and women at West Cornwall Pasty Co. Ltd is as follows:

Hourly Pay:

Median 4%

Mean 7%

(The UK aggregate median gender pay gap is 18.4%. Source: Office of National Statistics)

Bonus paid

Median 11%

Mean 43%

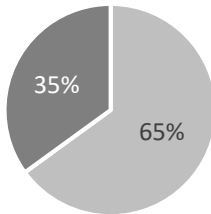
Proportion of employees receiving a bonus in the period

Male 3%

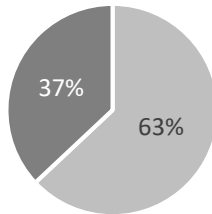
Female 3%

Gender Distribution by Pay Quartile

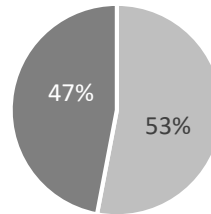
Quartile 1



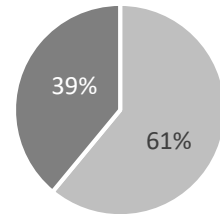
Quartile 2



Quartile 3



Highest quartile



■ Men
■ Women

The data illustrates the mean and median hourly gender pay gap, at the snapshot date of 5th April 2017. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

Bonus payments were made to 3% of staff during the period. The total bonus pool paid was £10,000.

I can confirm that the information reported is accurate and we look forward to providing a further update on our progress in 2019.

Stephen Powell
Finance Director, West Cornwall Pasty Co. Ltd