



2018 Gender Pay Reporting

Minor, Weir and Willis



Overview

Minor, Weir and Willis operates within the fresh produce sector. This Gender Pay Gap Report is based on data as at 5th April 2018. At this date, Minor, Weir and Willis employed 308 staff with 230 (75%) being male and 78 (25%) being female.

Our overall mean gender pay gap is 18.67%.

Our median hourly pay difference between male and female employees is 1.8%.

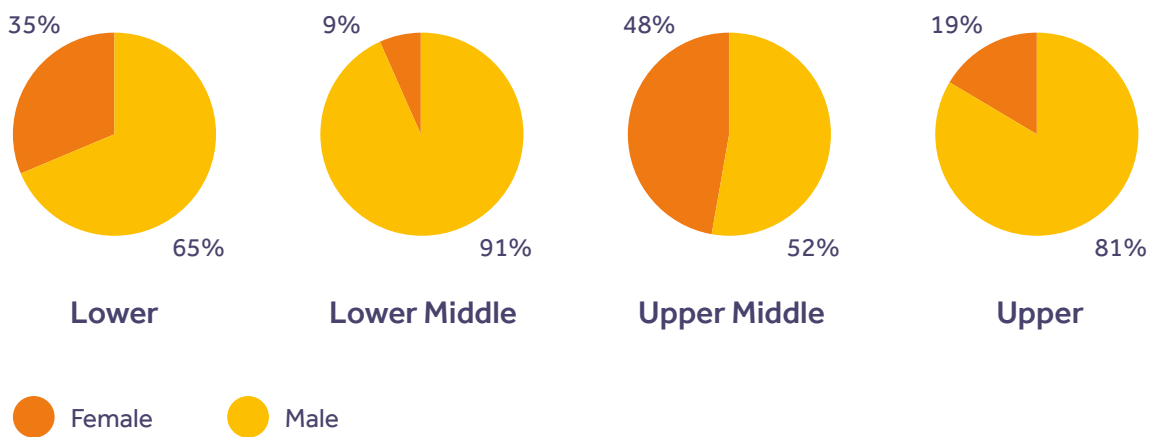
Production operatives are paid the same rate according to the role they do. We have an equal pay policy there is no difference between the rates paid to men and women occupying equivalent roles.





Quartile Gender Pay Splits

The pay quartiles below show the proportion of male and female employees in each of the quartile pay bands.



Employee Bonuses

Mean bonus difference between male and female employees 86.26%, Median bonus difference between male and female employees 97%.

 **1.2% of Women received a bonus.**

 **8.5% of Men received a bonus.**