

JZ Flowers International Ltd Gender Pay Gap Supporting Statement March 2018.

We are an employer required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap is the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. This involves carrying out six calculations, which show the difference.

Written Statement

JZ Flowers International Ltd is a leading producer of floral bouquets and plants for retailers in the UK and Ireland.

Results: Hourly Pay Gap

Number of relevant female employees	193	60%
Number of relevant male employees	130	40%
Mean Gender Pay Gap	21%	
Median Gender pay Gap	2%	
Ratio of male/female Quartile One		
Proportion of males in quartile	26%	
Proportion of females in quartile	74%	
Quartile Two		
Proportion of males in quartile	38%	
Proportion of females in quartile	63%	
Quartile Three		
Proportion of males in quartile	48%	
Proportion of females in quartile	52%	
Quartile Four		
Proportion of males in quartile	49%	
Proportion of females in quartile	51%	

Results: Bonus Pay Gap

Mean Bonus gender pay gap	57%
Median Bonus gender pay gap	0%
Proportion of males receiving Bonus payments.	33%
Proportion of females receiving Bonus payments.	19%

As you will see, the industry is quite female dominated with 60% of the workforce being female. Due to the nature of the business most of those roles are paid at the national living wage and we can see more females represented in the lower 2 quartiles due to this. It should be noted that in the upper 2 quartiles there is no or negligible pay gap.

When looking at the bonus schedule the figures are skewed by the number of females in the lower part of the workforce structure, whereby we have a higher proportion of females in senior positions than male. The median Bonus gap is non-existent, and the mean gender pay gap is also skewed due to the two most senior positions being filled by males.

All trainees and new colleagues are recruited under the same structure and their earning ability depends on their success and career progression. All colleagues are encouraged to grow and earn to their full potential. Any pay gap difference shown will be a result of differing roles, however all employees working at the same level will be earning the same rewards.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Simon Webster, Managing Director.

For and on behalf of JZ Flowers International Ltd,



Simon Webster