



Welcome to the Rowse Gender Pay Report 2018

Rowse Honey Ltd is owned by Valeo Foods Group, one of Europe's fastest growing consumer foods producers, with a portfolio of category leading brands, many of them, like Rowse, iconic household names.

Created in 1938 out of Barbara and her husband Tony Rowse's love of beekeeping, Rowse has since become a staple favourite in millions of households across the U.K. and Ireland. Thanks to 81 years of honey-making expertise, we know what it takes to create and sell truly great honey: healthy honey bees and a team of diverse, skilled and passionate people.

As Managing Director of Rowse, I lead a team of 256 people and I'm passionate about fostering a culture where they can grow their careers, in an environment where everyone has a fulfilling role.

To achieve this, we must have a business that is inclusive, gender balanced and reflective of our communities and customers. Research consistently tells us that a diverse workforce, where equality and inclusivity are championed, delivers engaged employees and better business outcomes. As such, we support all initiatives that promote workplace equality and diversity.

We are particularly pleased to report that this is reflected in our median pay gap of 0.7%, which significantly outperforms the national average of 18.4%.

We pride ourselves on the diversity of our workforce. We employ over 18 different nationalities and have built a performance driven culture based on skills, development and progression from within.

Women account for 39% of our workforce and are well represented at all levels, including on our Board of Directors. We are seeing an increase of women at a senior level, which indicates that our employee progression and development initiatives are successful. It's encouraging to report that equal numbers of women and men have received opportunities for internal progression. In external recruitment, 53% of roles have been filled by women.

Our strong business performance is driven by a reward culture, whereby we recognise people's efforts towards achieving our strategy. As a performance driven business, we offer bonus pay to incentivise our senior people to achieve business goals. Our median bonus pay gap of zero indicates a fair system of remuneration where our employees earn the same level of bonus pay. Our mean bonus pay gap is largely reflective of specific expansion projects that our senior executives have achieved, which have contributed towards higher bonus awards in this year.

We continuously strive to meet best practice around pay, development of our people and recruitment. To demonstrate this commitment, we implemented a revised pay structure earlier this year for all Operational areas – an important step in our efforts to close the mean gender pay gap.

At Rowse, our aim is to maintain a values-driven culture that is supported by our retention, reward and compensation strategies. To that end, we are launching initiatives that support internal progression, learning and development for all, flexible working and family-friendly policies. This will enable us to compete for and retain talent, which is of utmost importance.

Our work isn't complete yet and this report details our commitments to addressing our gender pay gap challenge and our continued ambitions to build an inclusive workplace. We are fully committed to making Rowse the employer of choice for colleagues of all backgrounds and are excited by the journey we are on.

Ian Ainsworth
Managing Director,
Valeo Foods UK (trading as Rowse Honey Ltd.)

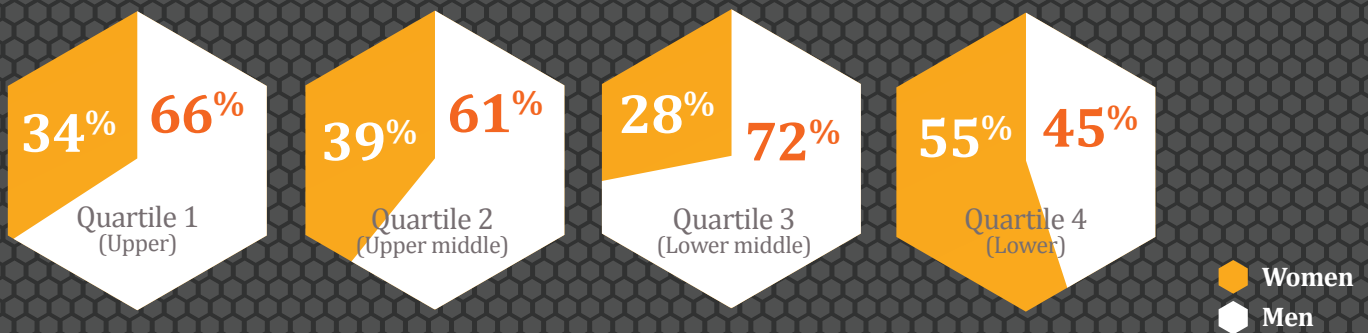
Gender Pay Statistics 2018

		2018 %	Nationally %
Difference in median pay	Excluding bonus	0.7	
	Including bonus	0.7	18.4
Difference in mean pay	Excluding bonus	14.7	
	Including bonus	19.8	17.4
	Median bonus pay gap	0	
	Mean bonus pay gap	57.7	

Occupational segregation is common within the manufacturing sector as both men and women tend to be over represented in specific functions. Engineering, for example, is higher paid and dominated by men, whereas more women fill part-time office roles. Career and lifestyle choices also drive the gap as more male colleagues work shifts at times that offer premiums, such as nights, bank holidays and Sundays.

For the same role, regardless of gender, all our hourly paid colleagues are paid the same hourly rate and premium hourly rate.

Quartile Ranges April 2018






Recruitment

Our recruitment statistics demonstrate that we are attracting equal numbers of men and women, especially into senior positions, while equal numbers of women and men have also received opportunities for internal progression.

In external recruitment, 28 roles were filled by women, making 53% of new starters women.



Difference in Bonus Pay-outs

	Employees	Bonus received	% receiving bonus
	158	113	72%
	104	70	67%
	262	183	70%



Leading the Way as an Employer of Choice

We recognise that the success of our work culture doesn't rely on remuneration packages alone. We work hard to promote a more flexible approach to the working environment, by offering benefits that are lifestyle and family focused.



Internal progression – 31 employees were promoted internally during the reporting time period. 52% were women.



Management development programme – 26 employees attended the programme. 42% were women.



Child handover policy
6% of employees utilised the child handover policy:



9 women and



7 men



Flexible working
17% of employees utilised flexible working:



32 women and



12 men

Number of employees  156 +  100 = 256

