



Message from our MD

Created in 1938 by husband and wife team Tony and Barbara Rowse's love of beekeeping, Rowse has since become a staple favourite of millions of households across UK and Ireland. With 83 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.

At Rowse we are proud of the culture we have created whereby our people, business ethics and commitment towards a sustainable environment and supply chain are key contributors towards our continued success.

We encourage personal development and career advancement for all regardless of seniority, gender or nationality. Our commitment towards our people is driven through a range of training and development programmes which encourage and nurture talent. In the reporting period 33 employees were promoted internally which has resulted in an increase of women moving into more senior roles across all functions.

As a business we strive towards inclusivity and equality, our 0% median pay gap reflects this commitment. Whilst the Oxfordshire mean pay gap stands at 16.3% we are pleased to note that our mean pay has reduced by over 4% in the last 3 years to 15.4%.

Our bonus pay of 11% for women, versus 8% for men, demonstrates our commitment towards equality and our drive to attract women into senior management positions as well as via internal promotion.

Over the coming year we are excited to embark on an apprenticeship programme to attract future talent into more technical and engineering roles, as well as restructuring some of our key areas to enhance our expertise and to continue to make Rowse Honey Ltd a great place to work.

Ian Ainsworth

Valeo Foods UK Managing Director.

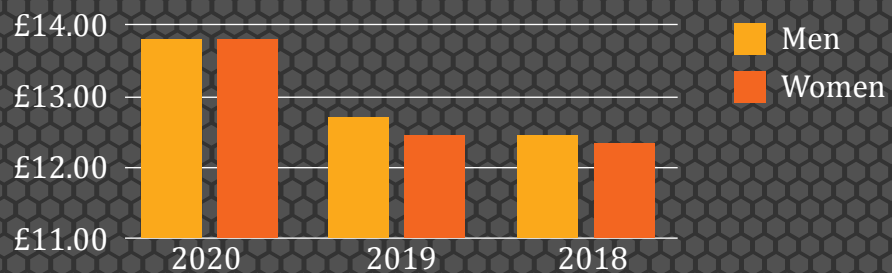
What we are doing well

The number of women recruited into senior roles is improving year on year.

Year	April 20			April 19		April 18	
	Men	Women	Trend Women in quartile	Men	Women	Men	Women
Upper Q4	62%	38%	▲	64%	36%	66%	34%
Upper middle Q3	56%	44%	▲	63%	38%	61%	39%
Lower middle Q2	70%	30%	▼	64%	36%	72%	28%
Lower Q1	42%	58%	▼	40%	60%	45%	55%
Total employees	146	108		148	109	156	100
% of total heads	57%	43%		58%	42%	61%	39%

Median pay (per hour)


We have significantly increased our pay across the organisation to remain competitive and reflect our continuing drive as an employer of choice.



Statutory Required Data



Reporting Data

	April 20	April 19	April 18
Mean Gender Pay Gap	15.4%	19.5%	19.8%
Median Gender Pay Gap	0.0%	2.1%	0.7%
Mean Gender Pay Bonus Gap	61%	54%	57.7%
Median Gender Pay Bonus Gap	15.6%	0.1%	0.0%



Bonus Pay

The number of men and women in the organisation that received bonus pay.

	April 20	April 19	April 18
Men 	8%	78%	70%
Women 	11%	72%	63%

We took the decision in 2019 to remove annually paid bonus to our general population and instead to guarantee bonus by rolling it into their hourly rate, this gives an immediate benefit to employees who receive bonus pay on a weekly basis. 2020 figures refer to our senior management bonus scheme.

