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We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves publishing six pieces of data showing the difference between the average earnings of men and women in our organisation.

These regulations, affecting employers with 250 or more employees at an April 5th trigger date, are not a measure of equal pay for men and women undertaking the same or similar roles, but reflect average pay across all jobs and so are impacted by many factors including gender imbalance in industries, functions and organisational levels.

Simpsons Malt is an equal opportunities employer and pays women and men the same rate for like work. Simpsons Malt Limited understands and appreciate the reasons for gender pay gap reporting and hopes that it will help businesses and wider society tackle concerns around the issue of gender balance.

As of 5th April 2025

The Simpsons Malt Ltd **full pay relevant** headcount was 381, of whom 77 or 20.2% were female.

| | Male | Female | Gap |
|-------------------------------------|-------------|---------------|------------|
| Mean Gender Pay Gap in Hourly Pay | £40.79 | £33.28 | 18.4% |
| Median Gender Pay Gap in Hourly Pay | £20.07 | £17.04 | 15.1% |
| Mean Gender Pay Gap in Bonus Pay | £19,589.13 | £4,982.10 | 74.6% |
| Median Gender Pay Gap in Bonus Pay | £2,738.00 | £2,204.00 | 19.5% |
| Proportion Who Received a Bonus | 90.9% | 89.6% | - |
| Proportion Who Received BIK | 24.7% | 28.6% | |
| | | | |
| Pay Distribution | | | |
| Upper Quartile | 81.9% | 18.1% | - |
| Upper Middle Quartile | 92.4% | 7.6% | - |
| Lower Middle Quartile | 75.6% | 24.4% | - |
| Lower Quartile | 70.3% | 29.7% | - |



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