

GENDER PAY GAP 2019

How Thornton & Ross is addressing the gender pay gap

As an organisation with integrity and transparency at our heart, we are pleased to share the progress that Thornton & Ross, part of the STADA group, is making to address the gender pay gap.

As a business, our principles are central to how we operate and we are committed to creating a fair working environment where all employees feel valued. We are committed to increasing equality and diversity at every level and have been working hard to address the gender pay gap, a key metric of gender inequality, since we published our first set of figures 12 months ago.

At Thornton & Ross, women earn 93p for every £1 that men earn when comparing median hourly wages. Their median – or middle – figure for an hourly wage is 6.9% lower than men's – an improvement of 9% on 2018's figures.

When comparing average hourly wages, women took home 14.4% less than men – an improvement of 8.1% on 2018.

We are also passionate about ensuring gender equality throughout senior level roles. Women currently occupy 42.5% of the highest paid jobs (an increase of 5.9% vs 2018) and 47.7% of the lowest paid jobs.

A higher percentage of female staff were paid a bonus than male – but rates differed, with women taking home 16.3% less in bonus payments than their male counterparts.

Kathryn Heywood, Vice-President, Human Resources.

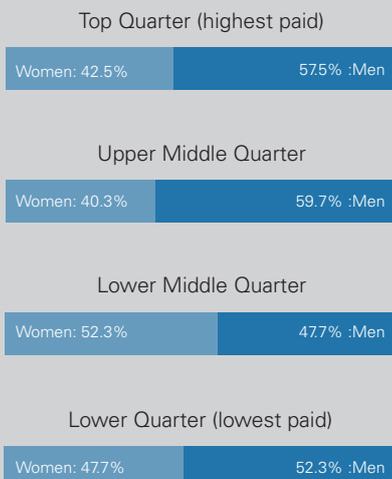
What is gender pay gap?

The gender pay gap differs from equal pay. It is the difference in average pay between all men and all women across an organisation regardless of role or grade level.

A company reporting a positive pay gap is due to its male employees, on average, are paid more than its female one's. Equal pay is different and is a direct comparison between individuals. It considers whether someone is paid equivalently to others doing the same or equivalent job, regardless of gender. It is unlawful for unequal pay in the same job based on gender.

Figures from Thornton & Ross:

Proportion of women in each pay quarter



Women occupy 42.5% of the highest paid jobs (an increase of 5.9% vs 2018) and occupy 47.7% of the lowest paid jobs.

Median hourly wages: 7p less



Women earn 93p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 6.9% lower than men's. This is an improvement of 9% vs 2018. When comparing mean hourly wages, women's hourly wage is 14.4% lower than men's. This is an improvement of 8.1%.

Bonus pay: 16p less



Women earn 84p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 16.3% lower than men's. This is a decrease of 1.9% vs when comparing mean bonus pay, women's mean bonus pay is 43.3% lower than men's. This is an improvement of 20.5% vs 2018.