





# NMR's Gender Pay Gap Reporting



## NMR's Gender Pay Gap reporting snapshot as of 5th April 2021

### NMR's Gender Pay Gap

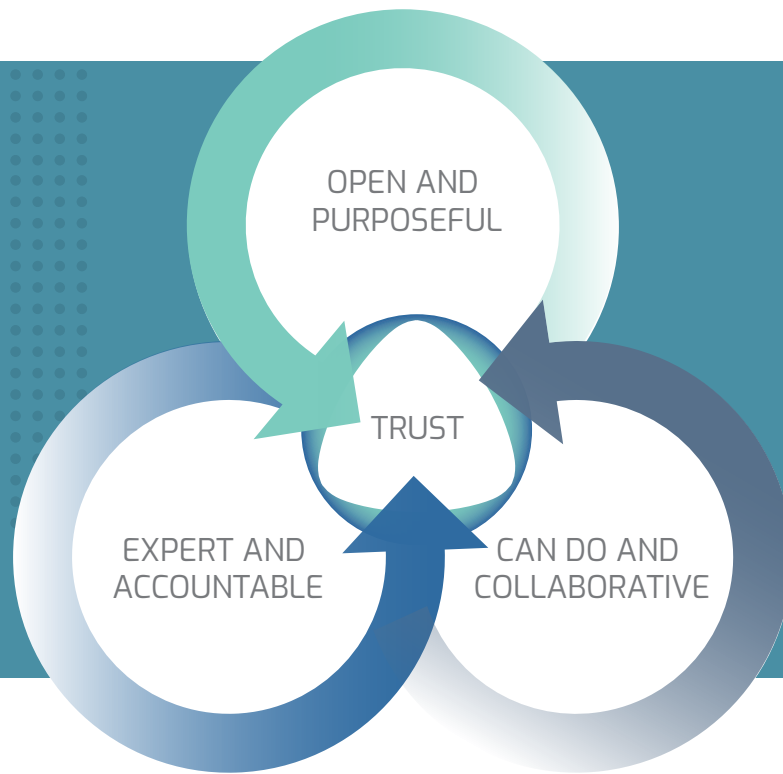
Written by Debbie Thomas-Hoeller, Group HR Director

#### What is the Gender Pay Gap and what is its purpose?

The Gender Pay Gap is an equality measure that shows the difference in average earnings between males and females. The purpose of reporting the Gender Pay Gap is that it provides a framework within which gender pay gaps can be surfaced so that, both inside and outside of the workplace, we can think constructively about why gender pay gaps exist and what to do about them. As well as the moral case for making access to work and progression opportunities more equal, the economic benefits of closing the gap are considerable and, because of this, the Government considers that the rate of progress is too slow and has committed to closing the gap within a generation. We at NMR continue to be committed in ensuring we look to close our Gender Pay Gap and will carry on reviewing our recruitment processes and development opportunities across our business.

**At NMR, we are keen to ensure that everyone feels able to be themselves at work no matter their background or differences they may have to someone else at work**

We have embedded our core Values across the business. These help us drive *Inclusion* and *Diversity* with our expected behaviours from our employees to include *Collaborative* and *Open*.



## NMR's Gender Pay Gap

Our Gender Pay Gap report is based on data as at the snapshot date of 5th April 2021.

At NMR, we are keen to ensure that everyone feels able to be themselves at work no matter their background or differences they may have to someone else at work. We are confident that we promote Diversity and Inclusion with an understanding of the importance it plays for our employees. We want our employees to feel comfortable, valued and included and we work hard to ensure this happens from our recruitment processes through to our every day working.

With two laboratories in Wolverhampton and Glasgow, a National Field Team of Sales and Customer Relationship Operatives, 2 administrative offices sites in Chippenham and Harrogate and a National Transport Division, we are delighted to report that we remain having a fairly even split of males at **48.07%** to females at **52.83%** and this demonstrates the fairness in our career opportunities offered and a fair recruitment process we carry out ensuring we find the right talent for the role but try to close our gender pay gap at the same time.

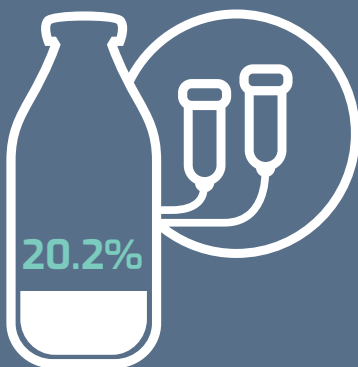
We note that our mean gender pay gap is **20.2%** between males and females with females being lower currently, something we are continuously working on in our recruiting of talent from within and externally to the business. Our mid-point (median) of hourly rates is **4.2% higher** for males than females.

In looking at our bonus data, we can see that the proportion of males who received bonus pay was higher than the proportion of females by **4.5%**. We also note that the mean for bonus pay was **23.9%** and the median was **2.1%**. In our quartile breakdown data we can clearly see that in the lower quartile our workforce is higher in capacity of females at **63%** to males at **37%** whereby, in the upper quartile our workforce is higher in capacity of males at **63%** to females at **37%**. We continue to be aware of this with an aim to close the gap over time.

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### Our Pay and Bonus Gender Pay Gap



Mean Pay Gap



Median Bonus Gap

### Females



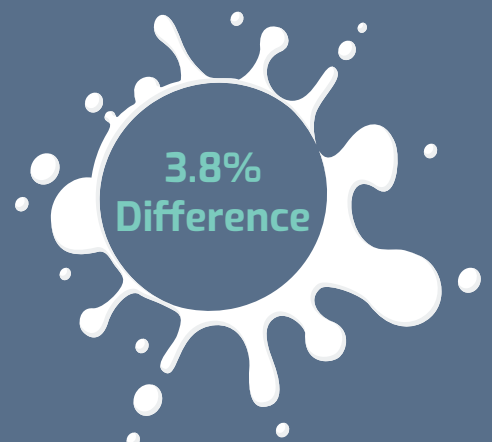
Total  
265

### Males



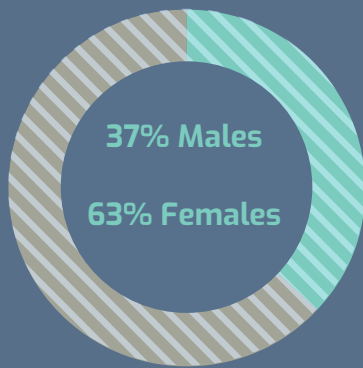
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### Receiving Bonus Pay

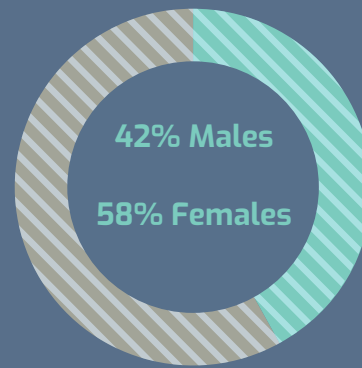




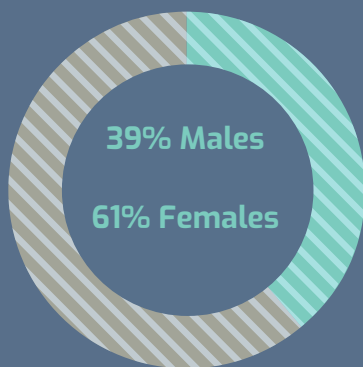
## The proportion of males and females in each quartile pay band



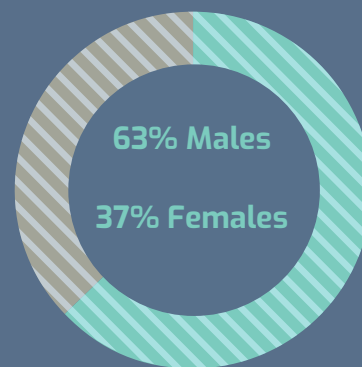
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



## What are we doing?

NMR continues to provide career progression for all our employees. We are keen to attract and retain the best talent we are able, so some of the steps we have taken to do this are:

- We have recently introduced a more flexible hybrid approach to working where possible to ensure our employees have a positive work/life balance
- We have commenced research into implementing a Graduate scheme through engaging with colleges in the agricultural sector. This will enable us to attract a more diverse workforce
- Learning & Development includes various e-learning modules on diversity, inclusion and unconscious-bias for all employees annually
- Regular salary benchmarking to ensure we are paying fairly for all our roles
- The gap at Executive level is noticeable, however we have only 5 at this level and are driven by talent although we continue to be aware of the gender pay gap and hope to reduce this in time