



Hall Hunter Partnership (Farming) - Gender Pay Gap Report 2019

Since 2018, all UK companies with over 250 employees have been required to produce an annual report on their Gender Pay Gap for the period 6th April to the 5th April of the following year.

Gender Pay measures the difference between the average pay of all men and women in a company. It is important to understand that Gender Pay is not the same as Equal Pay. Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The Gender Pay Gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation. The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

We are committed to reducing our Gender Pay Gap and ensuring we have a balanced workforce. This is part of our Strategic Objective to be a Great Place to Work.

As Hall Hunter employs more than 250 people, we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings irrespective of their role or seniority. This is the report for the snapshot date of 5 April 2019. The following information has been calculated in accordance with the Regulations and is legally compliant.

Hall Hunter's Gender Pay Gap			
	2017	2018	2019
Mean Pay Gap	13.7%	13.3%	20.6%
Median Pay	9.9%	11.4%	3.5%

Our business is subject to seasonal variances throughout the year and for many of our employees, earnings can vary during our busy seasons and the hours and shift patterns worked.

Hall Hunter's Bonus Pay Gap			
	2017	2018	2019
Mean Bonus Pay Gap	37.2%	27.4%	24.6%
Median Bonus Pay Gap	-101.0%	0.0%	14.9%

	2017	2018	2019
Proportion of females receiving a bonus	7.5%	13.1%	12.8%
Proportion of males receiving a bonus	12.2%	23.7%	18.9%

The biggest factor behind our gender pay gap is the balance of men and women across job levels. Most of the people in our senior leadership roles are men.

As with most companies, there are significantly fewer senior roles and the turnover at this level is much lower than at more junior levels. This means vacancies for such roles do not arise as frequently and therefore, it takes time to impact the figures. Differences in Gender Representation in Different Job Functions.

Occupational segregation, in which men and women tend to be concentrated in particular types of jobs, has



been observed as one of the contributing factors to the UK's overall gender pay gap. Similarly, we see a difference in the distribution of women and men across different jobs and functions within the Hall Hunter Partnership.

Our pay ranges are all informed by the market and therefore differ by function as well as job level, meaning that the gender split between areas of our business also has an effect.

Total Distribution of Male and Female Employees by Hourly Pay Quartile

Quartile	Males	Females	Description
Lower	59.0%	41.0%	All employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle	67.0%	33.0%	All employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper Middle	70.8%	29.2%	All employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper	72.2%	27.8%	All employees whose standard hourly rate places them above the upper quartile.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

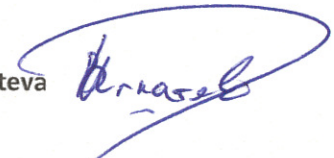
Hall Hunter is committed to understanding the pay and bonus differences in its business and taking positive action as appropriate. However, it is clear that Hall Hunter offers fair and equitable pay to all our employees, regardless of gender.

Hall Hunter has an inclusive culture that recognises and supports individual differences, and the Company strives to enable all employees to develop to their full potential through equal access to a range of career development initiatives. Our approach to Recruitment and Selection is to be fair, consistent, objective and professional. We use a range of assessment tools to ensure our approach to Recruitment and Selection is objective, and based entirely on merit, including verbal and numerical aptitude testing and independent leadership assessments.

We are not happy with having a gender pay gap and aim to minimise it. As the biggest factor behind our gender pay gap is the balance of men and women across job levels, we are committed to significantly improving opportunities for all our employees to progress and aim to achieve gender balance across all levels. All appointments are made according to the ability of the individual rather than their gender.

We confirm the data in this report to be accurate and to comply with the Gender Pay Gap legislation.

Brent Lawson 
Managing Director

Viliana Ignateva 
Head of HR