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RANDALL PARKER FOODS LIMITED

Snapshot date	5 April 2017
Person responsible for employer's report	Jamie Fynan (Financial Controller)
Address	The Old Rectory, Banbury Lane, Cold Higham, Towcester, Northamptonshire, United Kingdom, NN12 8LR
Nature of business (SIC)	Wholesale and retail trade; repair of motor vehicles and motorcycles

Gender pay gap report

Difference in hourly rate

► [About mean and median](#)

Women's mean hourly rate is 16% lower than men's

In other words when comparing mean hourly rates, women earn 84p for every £1 that men earn.

Women's median hourly rate is 12.8% lower than men's

In other words when comparing median hourly rates, women earn 87p for every £1 that men earn.

Proportion of women in each pay quartile

► [About quartiles](#)

Top quartile (highest paid) Women Men

11%

Upper middle quartile

23%

Lower middle quartile

32.9%

Lower quartile (lowest paid)

37.8%

Who received bonus pay

28.4% of women

19.3% of men

Difference in bonus pay

Women's mean bonus pay is 63.2% lower than men's

Women's median bonus pay is 40% lower than men's