

# CARR'S BILLINGTON



## Statement from Richard Quinn, Managing Director

### Gender Pay Gap Report 2023 - Carrs Billington Agriculture (Sales) Limited

Snapshot Date 5<sup>th</sup> April 2022

#### **Background**

From April 2017 the UK government has required all large employers to measure and publish the difference in men and women's earnings.

Employers with 250 or more employees are required to publish gender pay gap information, the reporting period is 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022.

This report provides information from Carrs-Billington Agriculture (Sales) Limited with all the necessary results based on current data.

The report has been prepared in line with the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Relevant date:** 5th April 2022

#### **Carrs Billington Agriculture (Sales) Limited**

Carrs Billington Agriculture (Sales) Limited and Carrs Billington (Operations) Limited, are subsidiary companies of the Billington Group, who are also the proud owners of Criddle & Co, English Provender Company and Billington Foods. For more information about the Billington Group please visit our website [www.thebillingtongroup.com](http://www.thebillingtongroup.com)

Every day we provide rural and agricultural communities with the support they need to succeed. Whether they are after a healthier herd or flock, increased yields, faster growth rates, a decent return on their land or even just a helping hand.

We have the people, products, and services to help our customers get from where they are now to where they want to be and understanding our customers business aims is crucial to helping them thrive. This is why every role at Carr's Billington Agriculture Limited, is hugely important to our shared success and why we welcome talent from across all different backgrounds to work across our retail, feed, machinery, fuel and support teams'.

Our people are at the heart of our business, with their skills and expertise, passion and professionalism being central to our success.

We achieve our goals through our core values, which we call 'Growing for the Future'.

- **Put People First** - People come above all else for us. Always showing respect, kindness and understanding. So, everyone reaches their full potential and is proud to belong to The Billington Group.
- **Be Better Every Day** – We can all make a positive difference. Doing our best, but always trying for that bit better. Because when we make progress, we build a stronger business, culture and community.
- **Bring Positive Energy** – Positive energy brings the best out of each other. A little optimism goes a long way, and a 'can do' attitude soon gets things done. It's the basis of a great team and great work.

- **Do The Right Thing the Right Way** – Integrity is at the heart of what we all do. It matters to us how we do business and who we do business with. Not the quick solution, but the right solution. For success not just now, but for the future.

For the purposes of this report, it is worth noting we are reporting Gender Pay Gap information for Carrs Billington Agriculture (Sales) Limited only. However, from October 2022 Carrs Billington Agriculture (Sales) Limited and Carrs Billington Agriculture (Operations) Limited became one business and we acknowledge that we have an opportunity to address our gender pay gap across the business as a whole.

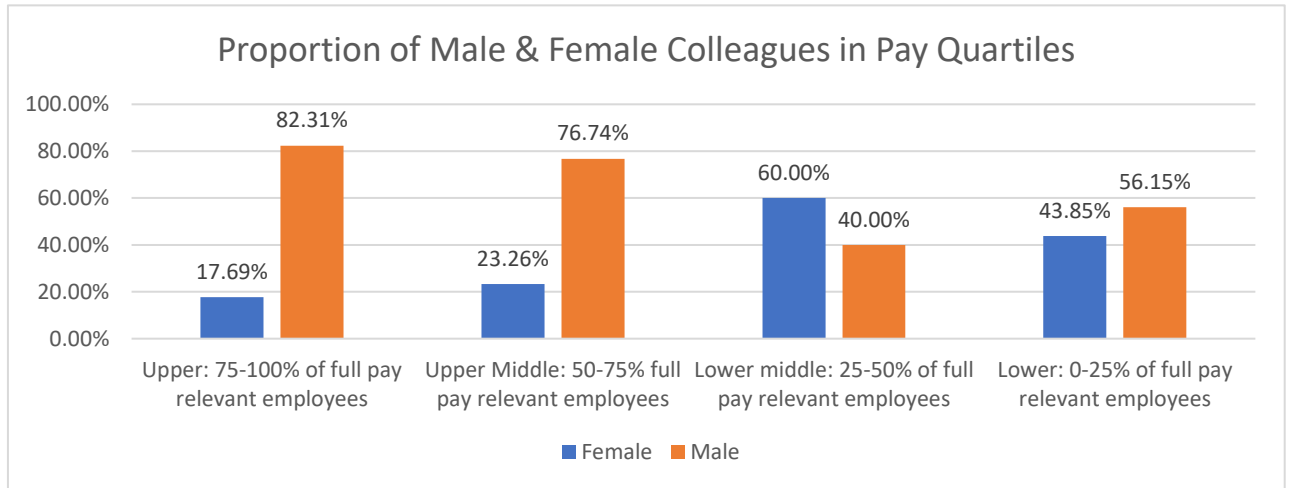
At the time of reporting, Carrs Billington Agriculture (Sales) Limited employed 521 colleagues on the snapshot date.

### Summary of Gender Pay Gap Report

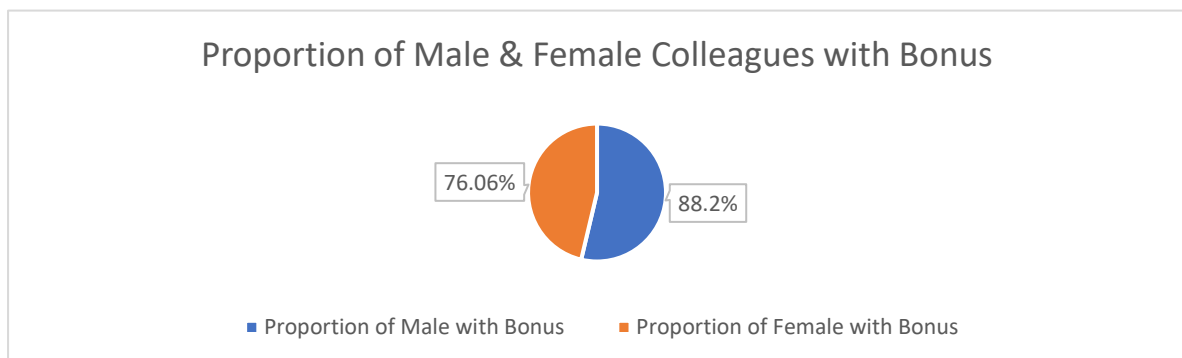
- The mean gender pay gap for CBAL (Sales) is 27.3%
- The median gender pay gap for CBAL (Sales) is 22.87%
- The mean gender bonus gap for CBAL (Sales) is 81.54%
- The median bonus gender pay gap for CBAL (Sales) is 0%
- The proportion of male colleagues in CBAL (Sales) receiving a bonus is 88.22%
- The proportion of female colleagues in CBAL (Sales) receiving a bonus is 76.06%

According to the Office of National Statistics, the gender pay gap among all employees in April 2022 was 8.3%, increasing from 7.7% in 2021.

### Pay Quartiles



### Proportion of Colleagues Receiving Bonus



We believe that Carrs Billington Agriculture (Sales) Limited has used its best endeavours to provide an accurate picture of its gender pay gap. The figures set out above are based on accurate payroll data supplied by Carrs Billington Agriculture (Sales) Limited and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information).

### **Causes Contributing to the Gap**

We employ more males than females and it's widely known that within agriculture, males have been predominantly employed in the sector for decades. The consequence of this is that greater numbers of men hold more senior roles than women, and the business has historically had low labour turnover.

At Carrs Billington Agriculture (Sales) Limited we also have a large commission-based sales team, the vast majority of which are men, and this has an impact on bonus payments.

In recent years, a significant investment has been made in recruitment, training and development practices, and career pathways and development programmes have been established, that have been designed to attract, retain and develop the best talent.

### **Action Plan**

Moving forward, the Billington Group and Carrs Billington Agriculture (Sales) Limited will continue to generate positive progress to narrow the gender pay gap.

We will commit to driving our ED&I strategy and aim to enhance our gender split, by attracting more women to work with us.

We will target recruitment and advertising campaigns to attract female applicants to the industry, we alongside our customers will benefit from an enriched and diversely skilled workforce.

We will promote our flexible working approach to enable greater work life balance opportunities.

We will develop leaders within the business and ensure that career pathways are available to encourage women into more senior roles and support career progression for our workforce as a whole.



Richard Quinn  
Managing Director