



Gender Pay Gap Report

VALE MILL (Rochdale) LIMITED

Vale Mill (Rochdale) Ltd is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2020.

	Mean %	Median %
Gender Pay Gap	14.0%	0.9%
Gender Bonus Gap	55.4%	40.0%
	Male %	Female %
Proportions by each quartile (by hourly pay rate)		
Upper Quartile	66.7%	33.3%
Upper Middle Quartile	55.3%	44.7%
Lower Middle Quartile	62.5%	37.5%
Lower Quartile	56.3%	43.8%
	Male %	Female %
Proportions Receiving Bonus	16.4%	26.4%

Vale Mill (Rochdale) Ltd continues to be committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). It evaluates job roles and pay grades as necessary to ensure a fair structure.

Vale Mill (Rochdale) Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles and this pattern continues to be reflected in the make-up of Vale Mill (Rochdale) Ltd's workforce as illustrated in the higher percentage of male workers in the upper quartiles in the above table. This also explains the high percentage of the mean gender bonus gap.



While Vale Mill (Rochdale) Ltd's gender pay gap has declined slightly since 5 April 2019. Selection for employment, promotion, training or any other benefit continues to be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Vale Mill (Rochdale) Ltd operates a flexible working policy and is committed to reporting its gender pay gap on an annual basis.

I confirm that the information in this statement is accurate.

Signed:

Date: 17 June 2021

A handwritten signature in black ink that reads "Martin Harrison". The signature is written in a cursive style with a long horizontal flourish at the end.

Martin Harrison
Finance Director