



**Mizkan Euro Ltd's Gender Pay Gap Report 2019**

Mizkan Euro Ltd is supportive of the Government's decision which requires all UK companies with over 250 employees to publish their gender pay gap statistics.

The statutory disclosures below are based on data as at 5 April 2019.

<b>Hourly Summary</b>	<b>2019</b>
Mean gender pay gap in hourly pay	-2.2%
Median gender pay gap in hourly pay	-1.5%

<b>Bonus Summary</b>	<b>2019</b>
Proportion of female employees with bonus pay	88.5%
Proportion of male employees with bonus pay	94.9%
Mean gender pay gap in bonus pay	-0.3%
Median gender pay gap in bonus pay	0.0%

**Proportion of male and female full-time employees in quartile pay bands**

	<b>2019</b>	
	<b>Male</b>	<b>Female</b>
Lower Quartile	76.6%	23.4%
Lower Middle Quartile	67.9%	32.1%
Upper Middle Quartile	73.2%	26.8%
Upper Quartile	65.2%	34.8%

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Mizkan Euro Ltd are accurate.

Paul Tirebuck  
HR Director

