



Mizkan Euro Ltd’s Gender Pay Gap Report 2018

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 2018.

Hourly Summary

Mean gender pay gap in hourly pay	-3.6%
Median gender pay gap in hourly pay	-4.2%

Bonus Summary

Proportion of male relevant employees with bonus pay	95.9%
Proportion of female relevant employees with bonus pay	92.4%
Mean gender pay gap in bonus pay	-21.6%
Median gender pay gap in bonus pay	0.0%

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

	Male	Female
Lower Quartile	73.9%	26.1%
Lower Middle Quartile	71.4%	28.6%
Upper Middle Quartile	70.3%	29.7%
Upper Quartile	67.0%	33.0%

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

Paul Tirebuck
HR Director

