

Mizkan Euro Ltd's Gender Pay Gap Report 2017

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 2017.

Mean gender pay gap in hourly pay	2.0%	
Median gender pay gap in hourly pay	-0.8%	
Proportion of male relevant employees with bonus pay	94.3%	
Proportion of female relevant employees with bonus pay	86.0%	
Mean gender pay gap in bonus pay	3.6%	
Median gender pay gap in bonus pay	0.0%	
Proportion of male and female full time employees in quartile pay bands		
Lower Quartile	Men 70.5%	Women 29.5%
Lower Middle Quartile	Men 71.4%	Women 28.6%
Upper Middle Quartile	Men 71.4%	Women 28.6%
Upper Quartile	Men 67.0%	Women 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

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