



Mizkan Euro Ltd’s Gender Pay Gap Report 2020

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 2020.

Hourly Summary	2020	2019
Mean gender pay gap in hourly pay	-11.0%	-2.2%
Median gender pay gap in hourly pay	-26.3%	-1.5%

Bonus Summary	2020	2019
Porportion of female employees with bonus pay	78.3%	88.5%
Porportion of male employees with bonus pay	93.5%	94.9%
Mean gender pay gap in bonus pay	-1.9%	-0.3%
Median gender pay gap in bonus pay	-14.6%	0.0%

Proportion of male and female full-time employees in quartile pay bands	2020		2019	
	Male	Female	Male	Female
Lower Quartile	78.6%	21.4%	76.6%	23.4%
Lower Middle Quartile	71.6%	28.4%	67.9%	32.1%
Upper Middle Quartile	67.6%	32.4%	73.2%	26.8%
Upper Quartile	53.4%	46.6%	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