

Gender Pay Gap 2024

At Butcher's we want to bring the best people together who really care about pets and who have the skills to deliver our plans and to produce the best natural and nutritious food for dogs and cats.

We ensure everyone is rewarded fairly for their work and we want people to feel that they can access the same opportunities to progress & develop within the company, as everyone else.

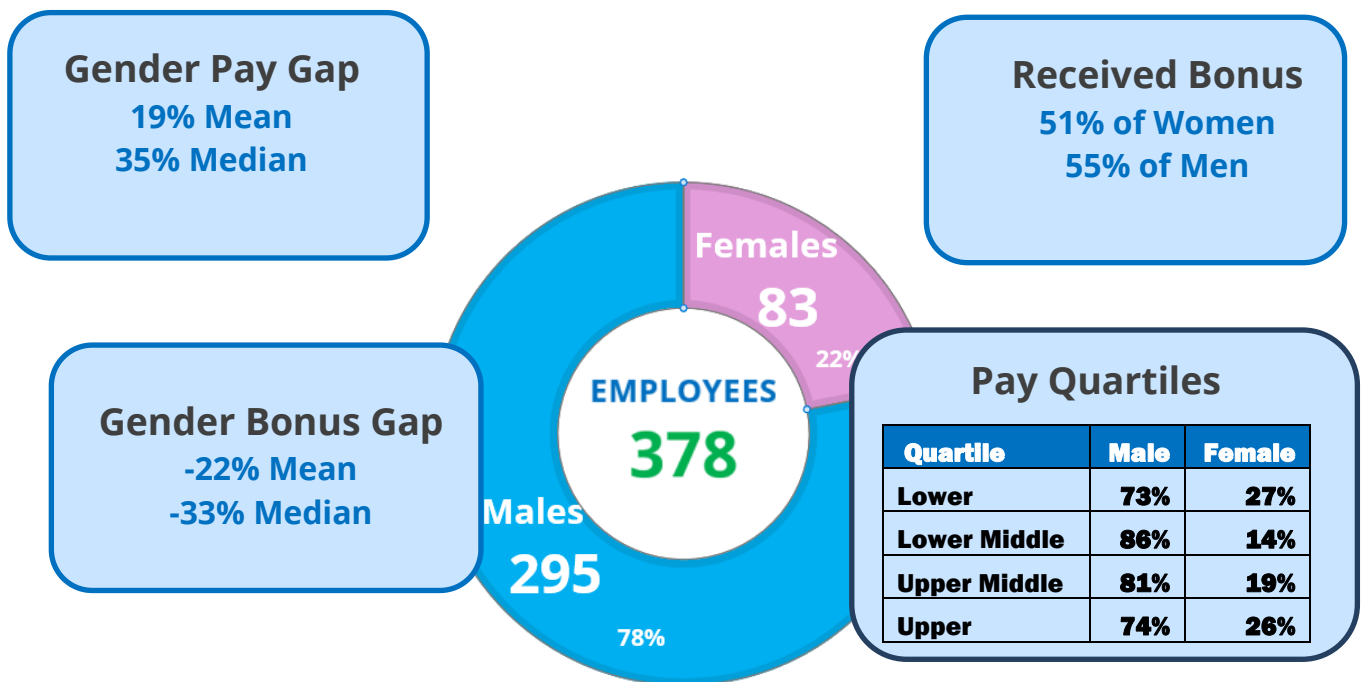
What does the gender pay gap mean for Butcher's?

It is an opportunity for us to identify ways we can ensure equal representation of males and females within different job roles across the business, from our executive leadership team to our factory-based teams.

The gender pay gap shows the difference in the average pay between all men and women. The results give a business an insight into the size of the challenge they face to reduce the gap.

The pay gap isn't a measure of equal pay and people are paid equally at Butcher's. An employer delivering equal pay can still have a gender pay gap, for a number of reasons including a higher proportion of men in senior roles.

This Year's Results:



The analysis on this page is based on the aggregated data relating to employees at the snapshot date of 5th April 2023, in line with UK Gender Pay Gap Regulations.

What are we going to do to reduce the gap?

- We care about personal and professional growth and progression for our people. It is important to survey all female colleagues to identify any barriers to promotion, progression and development through the business.
- We will also keep records of and analyse numbers of men and women promoted across the business.
- We will continue to ensure men and women fulfilling the same job roles are paid the same.
- We have seen an increase in female applicants across a variety of roles and will continue to monitor the ratio of female applicants to our job vacancies. We would like to see a continued increase in female applicants who apply for roles within our factory-based teams at Butcher's and will review all roles to consider part time and/or flexible working options.

Tim Watsham



Chief Executive Officer