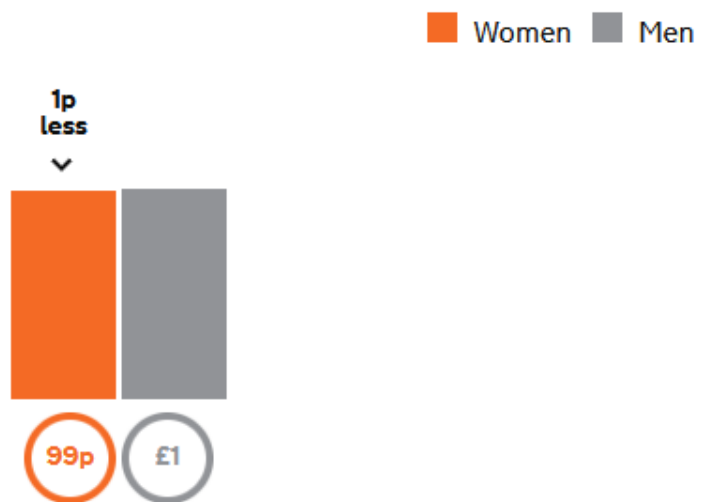


**Walker's Shortbread Ltd**  
**Gender Pay Gap Reporting**  
**Snapshot date – 5<sup>th</sup> April 2020**

**Hourly pay gap**

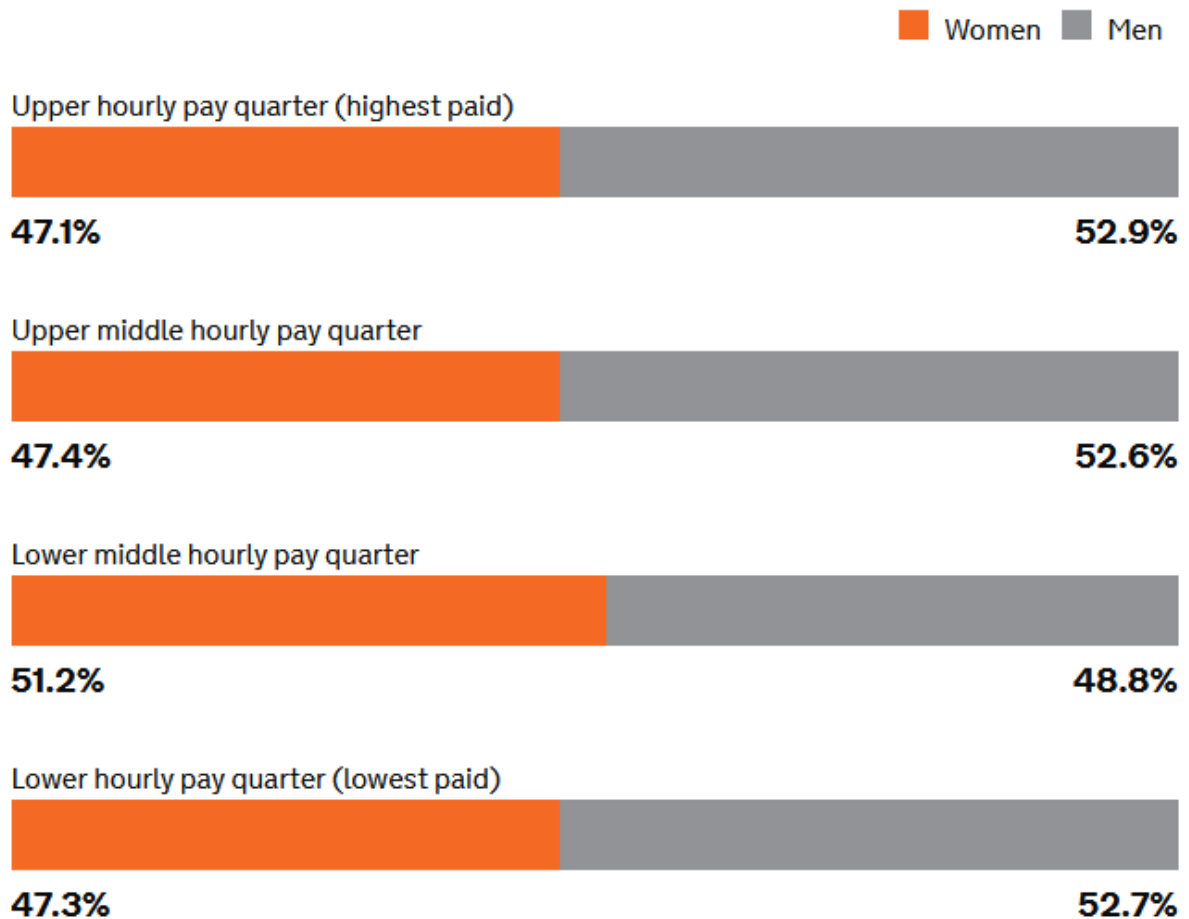
In this organisation, women earn 99p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 1% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 13.7% lower than men's.

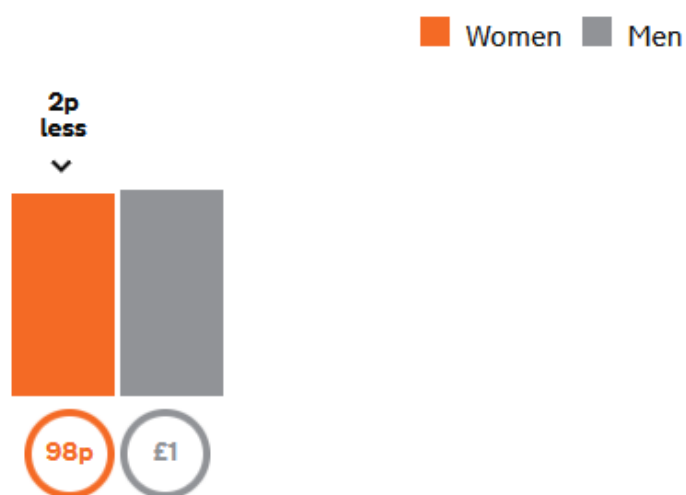
## The percentage of women in each pay quarter

In this organisation, women occupy 47.1% of the highest paid jobs and 47.3% of the lowest paid jobs.



## Bonus pay gap

In this organisation, women earn 98p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 2.3% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 22.1% lower than men's.

## Who received bonus pay

94% of women

91.6% of men