



**Montana Bakery
Limited Gender
Pay Gap Report
2017**

Montana Bakery Limited Gender Pay Gap Report 2017



At Montana Bakery Limited, we are dedicated to harnessing the power of all our people, both male and female. We are proud that our workforce reflects a diverse and modern society and we welcome the opportunity to report our gender pay gap data in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We fully support this new Government initiative and we are fully committed to reviewing, refining and improving our approach on this important issue facing all UK businesses.

The new legislation means that all businesses with more than 250 employees are required to report their Gender Pay Gap.

I can confirm that our data is accurate.

Jonathan Mellows
Managing Director
March 2018

Our Gender Pay Gap Report

Pay Gap



Mean Pay Gap	18.8%
Median Pay Gap	9.7%

Bonus Gap

Mean Bonus Gap	5.55%
Median Bonus Gap	0%
Proportion of males with bonus	7.05%
Proportion of females with bonus	3%



Quartile Split

