BALLON MEATS

GENDER PAY GAP ANALYSIS REPORT 2025

Snapshot date: 13ᵗʰ June 2025

GENDER PAY GAP REPORTING EXPLAINED

WHAT IS GENDER PAY GAP?

The gender pay gap is the difference in average pay between men and women, regardless of job role or seniority. It measures the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern. It does not measure equal pay. GPG is calculated through a simplistic calculation of gross earnings by men and women and the difference in pay using median and mean figures.

HOW IS IT DIFFERENT TO EQUAL PAY?

Equal pay is concerned with any differences in pay between men and women who carry out equal work. Employment Equality legislation make it unlawful to pay women less than men for the same job or for equal work, unless there is a material reason not related to gender.

WHAT IS THE MEAN PAY GAP?

The mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women's mean hourly pay and men's mean hourly pay.

WHAT IS THE MEDIAN PAY GAP?

The median is the middle score for a set of data that has been arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).

COMPARING MEDIAN AND MEAN GPG

Mean and median GPG offer different perspectives to understand an organisation's pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum.

WHAT ARE QUARTILE BANDS?

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

EMPLOYMENT PROFILE

On 13th June 2025, there were 53 employees in Ballon Meats.

The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male or as female.

• Employees on sick leave and leave of absence are included in the report.

• Employees on unpaid leave who have received no pay during the reporting period are included in the headcount but not included in the report

ALL EMPLOYEES

25% FEMALE
75% MALE

All Employees – 53

13 Females | 40 Males

FULL-TIME EMPLOYEES
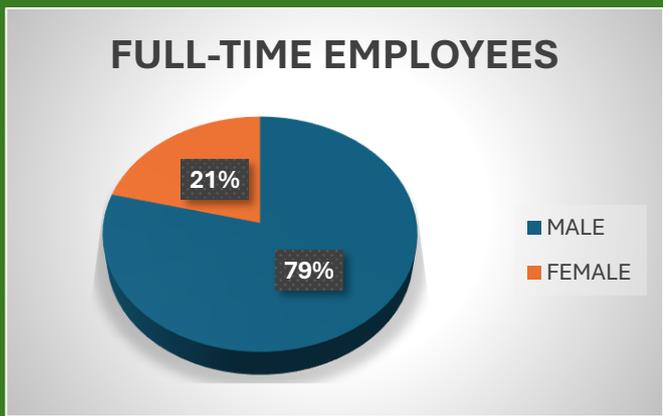
21% FEMALE
79% MALE

Full-Time Employees – 43

9 Female | 34 Male

PART-TIME EMPLOYEES
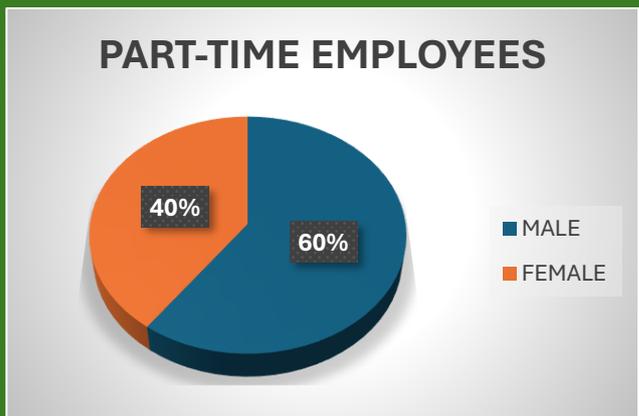
40% FEMALE
60% MALE

Part-Time Employees – 10

4 Female | 6 Male

GENDER PAY GAP PROFILE

The figures below show the mean and median gender pay gap, calculated according to gender pay gap legislation and as of a snapshot date of 13 June 2025.

ALL EMPLOYEES

-14.40%
Mean hourly pay gap

_____

-10.20%
Median hourly pay gap

PART TIME EMPLOYEES

2.65%
Mean hourly pay gap

_____

-6.98%
Median hourly pay gap

ALL EMPLOYEES

89.34%
Mean bonus gap

_____

100%
Median bonus gap

BONUS

23%
Female receiving Bonus

_____

68%
Male receiving Bonus

BENEFIT IN KIND

0%
Female receiving BIK

_____

0%
Male receiving BIK

GENDER PAY GAP PROFILE

Each quartile represents one quarter of the relevant employee population when every employee in the organisation is listed from the highest hourly paid employee to the lowest paid employee.

Percentage of employees in each quartile

QUARTILES

%

Quartile	Male	Female
Q1 - LOWER INCOME QUARTILE	79	21
Q2 - MIDDLE LOWER INCOME QUARTILE	85	15
Q3 - MIDDLE UPPER INCOME QUARTILE	85	15
Q4 - UPPER INCOME QUARTILE	54	46

■ MALE
■ FEMALE