

Montana Bakery

Gender Pay Gap Report 2025



Vision & Mission

Born from a passion for baking Montana Bakery was founded in 1998. An artisan and handcraft bakery producing a variety of premium Chilled & Frozen topped breads which then became part of the global partner Martin Braun Gruppe in 2018.

Our aim is to be the preferred supplier of Artisan Breads and high-quality bakery products made with only the best ingredients and inspired by traditional processes and innovation from around the world. We are proud that a core factor of our success is the emphasis we place on our passion for bread, our people and sustainability.





Gender Pay Gap an overview

Since 2017, UK based organisations with 250 or more employees are required to report on their gender pay gap annually.

The gender pay gap reports show the difference between the average earnings of men and women, expresses relative to men's earnings. Employers must report six different measures based on as snapshot of a pay data by 5th April each year:

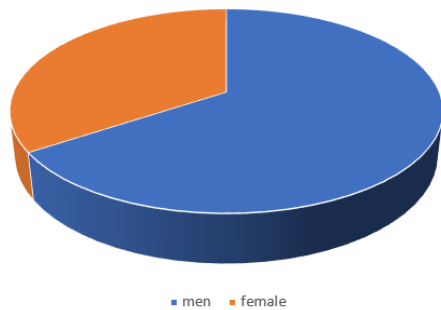
- the percentage of men and women in each earnings quartile
- the mean (average) gender pay gap based on hourly pay
- the median (middle) gender pay gap, based on hourly pay
- the percentage of males and females that received a bonus
- the mean (average) gender pay gap for bonus pay
- the median (middle) gender pay gap for bonus pay

Our Statutory Report

Below data sets out our Montana Bakery gender pay gap position for the 2024-2025 year.

Montana Bakery employed a total of 457 people, of which 299 were men and 158 were women.

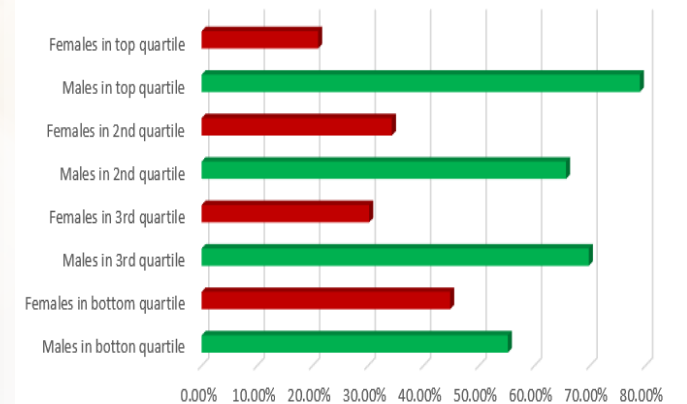
Gender Split



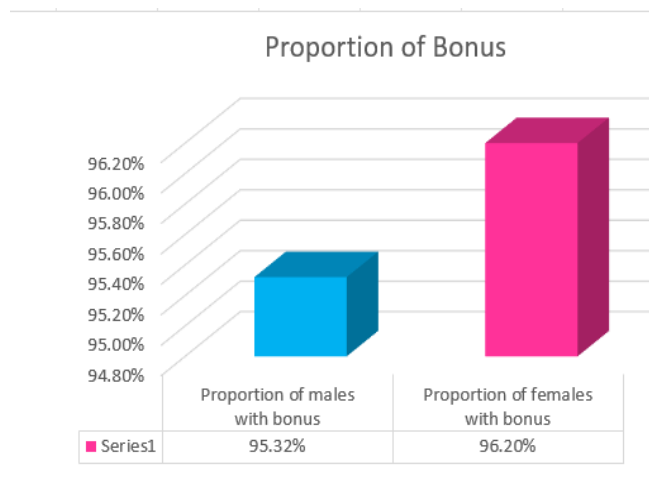


Our mean gender pay gap is 10 percent. The Gap arises because of unequal distribution of men and women across the company. In common with other organisations and based on our experience women and men are represented in certain roles e.g. women in production and men in engineering(which attracts a higher rate of pay). The gap is not due to our pay structure.

When we divide employees into quartiles, the gender split is as follows.



At the time of the snapshot, 95.6% percent of all staff had received a bonus in the previous 12 months.





Our Commitment

At Montana Bakery we are committed to promoting gender equality. While the nature of our operations means that some roles have traditionally attracted a higher proportion of male, we are focused on ensuring equal opportunities for all and attracting the best talent regardless of gender.

We will continue to strengthen our people practices, enhancing our frameworks to support fairness, development and progression across the organisation. Our training platform provides all employees with greater access to learning and development opportunities, supporting career growth at every level.

We have listened to our employees, and we have adopted a hybrid/ flexible way of working where possible.

We are proud to have a diverse and passionate workforce and will continue to build on this by improving representation and opportunities across all areas of the business.