

## Microsearch Gender Pay Gap Reporting

Microsearch Laboratories provide food testing in three different laboratory types across two sites, both located in Calderdale. We have a variety of positions in the organisation, ranging from qualified technical roles to administration and transport, but our main roles are laboratory technicians.

Our recruitment and pay policies are not gender or racially discriminative. Overall, we currently employ more men than women. We do however, have more women than men in senior positions and, as a result, currently pay women between 3.5 and 5.5% more than men based on the mean and median.

We are aware that the percentage of men employed is higher and when opportunities present, we attempt to achieve a greater gender balance. We do not consider that the bonus pay calculations in this period of reporting is a useful reflection of any pay gap due to changing our pay structure to incorporate bonus payments in annual salaries.

Our data is provided in accordance with the criteria specified on [www.gov.uk](http://www.gov.uk) (gender pay gap) and I declare that this statement, the data, and the calculations are accurate to the best of my knowledge – Mark O'Connor, Operations Director

2020 Data:

