

## 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. Following on from last year's report we still have more women than men in senior positions. We pay women between 0.3 and 3% more than men based on the mean and median.

We currently employ more men than women and this is more prevalent in our transport department. We do attempt to achieve a greater gender balance when opportunities are presented. We do not routinely use bonus pay and don't feel the statistic is meaningful.

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

2021 Data:

