

72 Notes to the financial statements continued

10 Remuneration of employees and key management personnel

Number of employees – Group	Year ended 31 March 2009 number	Year ended 31 March 2008 number
Average number of employees:		
Production	2,434	2,569
Sales, distribution and administration	5,688	5,773
Total employees	8,122	8,342

The Company had four employees employed under service contracts during the year ended 31 March 2009 (2008: five).

Remuneration of employees, including key management personnel	Year ended 31 March 2009 £m	Year ended 31 March 2008 £m
Wages and salaries	232.6	229.0
Social security costs	21.1	21.0
Equity settled share based payments expense (Note 27)	0.8	3.2
Pension costs (Note 21)	14.1	17.9
	268.6	271.1

Included in the above costs are the following relating to the Company's executive and non-executive directors:

Directors	Year ended 31 March 2009 £000	Year ended 31 March 2008 £000
Salaries and benefits	1,602	1,557
Bonus	–	675
Fees to non-executive directors	360	310
Emoluments	1,962	2,542
Compensation for loss of office	205	222
Payments to defined contribution pension scheme	45	63
Gain on exercise of options	264	507
Highest paid director		
Salaries and benefits	567	513
Bonus	–	235
Emoluments	567	748
Payments to defined contribution pension scheme	–	–
Defined benefit accrued pension	55	49
Gain on exercise of Sharesave options	–	–
Gain on exercise of LTISP options	264	68

Further information relating to directors' remuneration for the year ended 31 March 2009 is provided in the Directors' Remuneration Report on pages 38 to 44.