

Gender Pay Gap Report

Background.



Since April 2018 UK Companies employing more than 250 people have been required to report on their gender pay.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for the same or equivalent work, or work of the same value.

The gender pay gap is based on the average pay for all employees, regardless of the job that they do.

We recognise that our people are our most important asset. It is their skills, integrity and commitment that are critical to making the high-quality products that consistently delight our customers who eat them. This is critical to the continued success of our business.

We work hard to keep our employees engaged in creating this success by engendering an engaging environment where great work creates a fair reward through equal pay, regardless of gender or background.

We have a gender pay gap because:

- We employ more men than women
- There are more men in skilled operational roles (e.g. machine operators)
- There are more men in managerial roles.

Gender pay gap results.

Our median gender pay gap is 4%. Our mean gender pay gap is 22%. The Office for National Statistic reported in 2018 that the average median gender pay gap was 17.9%¹ which means that our pay gap is on average 78% lower that the reporting UK companies employing over 250 people.

Median Gender Pay Gap	4%
Mean Gender Pay Gap	20%
Median Bonus Gender Pay Gap	15%
Mean Bonus Gender Pay Gap	86%

Our colleagues are employed in a wide range of functions. Our business is diverse and for the main part operates in sectors that have traditionally attracted more males than females e.g. meat processing.

We offer several bonus schemes to employees including attendance, productivity & performance as well as long service awards. 46% of males and 47% of females received a bonus. Our bonus schemes mainly operate at the skilled and managerial points on our pay scales and more men than women currently hold these roles. This is why we have a bonus gender pay gap.

	Lower Quartile Pay	Lower Middle Pay Quartile	Upper Middle Pay Quartile	Upper Pay Quartile	Receiving a Bonus
Male	56%	62%	62%	71%	46%
Female	44%	38%	38%	29%	47%

Approach.

The most successful teams are made up of diverse talent. We will continue to create a culture where everyone can succeed regardless of background or gender. We have a positive action plan designed to attract, recruit and provide career opportunities and to build a successful and diverse team.

This information is accurate based on a snapshot of all employees of Zwanenberg Food UK Ltd, subsidiary companies and divisions as at 6th April 2018.



Jonathan Ashmore, Managing Director

¹ Office for National Statistics, Annual Survey of Hours and Earnings 2018