

## 2019 Gender Pay Results

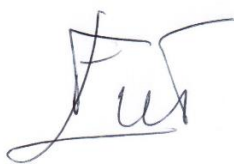
Oscar Mayer is required by law to publish an annual gender pay gap report. We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

This is the report for the snapshot date of 5<sup>th</sup> April 2019 for Oscar Mayer.

- The mean gender pay gap is 16%
- The median gender pay gap is 10.9%
- The mean gender bonus gap is 16.9%
- The median gender bonus gap is 11.5%
- The proportion of male employee receiving a bonus is 36.6% and the proportion of female employees receiving a bonus is 30.6%.

Pay quartiles by gender			
Band	Males	Females	Description
A	42.8%	57.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	67.4%	32.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	67.4%	32.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	75.9%	24.1%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Francois Legrain

CEO