

GENDER PAY GAP REPORT 2023 – Ferndale Foods Ltd



Sophie Musson-Miller

Oscar Mayer

08/04/2024

Version P21-01

1	Contents	
1	What is Gender Pay Gap Reporting?.....	2
2	Reporting requirements.....	2
3	Our Gender Pay Gap Information.....	3
4	Median and mean explained.....	4
5	What the results show.....	4
6	Continuing to move forward.....	4
7	Our principles.....	5
8	Our values.....	5
9	Our measures.....	5
10	Next Steps.....	5

1 What is Gender Pay Gap Reporting?

All organisations which employ over 250 staff are required by law to report annually on their Gender Pay Gap.

This shows the difference between the average pay of men and women in an organisation irrespective of the job they do. It should not be confused with equal pay which compares the rates of pay for doing equal work. It is impacted on how a workforce is made up including the numbers of men and women in different types of jobs and at different levels of seniority.

This report details Ferndale Foods Limited, part of the Oscar Mayer Group, Gender Pay Gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2 Reporting requirements

Companies are required to report the following gender pay gap information:

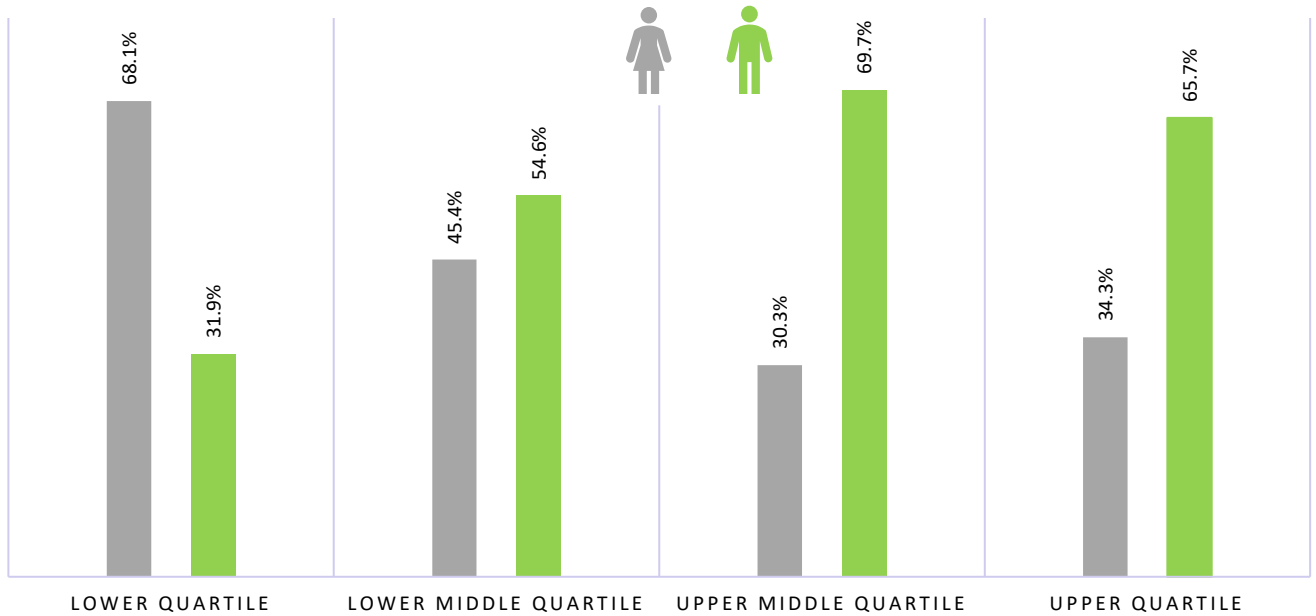
- Gender Pay Gap: The difference between the median, and also the mean, hourly rate of pay for men and for women, based on the April 2023 pay period.
- Gender Bonus Gap: The difference between the median, and also the mean, value of bonus pay for men and for women over the 12 months to April 2023.
- Bonus proportions: The proportions of men and women who received bonus pay during the 12 months to April 2023.
- Quartile Pay Bands: If the total workforce was put in order of hourly rate of pay and then split into four groups of equal size, or quartiles, this is the proportions of men and women in each of the four groups.

3 Our Gender Pay Gap Information

MEAN AND MEDIAN PAY GAP BASED ON HOURLY RATES OF PAY

MEAN	MEDIAN
11.2%	10%

PAY QUANTILES
THE PROPORTION OF MEN AND WOMEN IN EACH PAY QUANTILE



BONUS
PROPORTION OF MEN AND WOMEN RECEIVING A BONUS.

 0%	 0%
---	---

MEAN AND MEDIAN BONUS PAY GAP

MEAN	MEDIAN
0%	0%

4 Median and mean explained.

The legislation requires average pay to be calculated in two different ways using the median and also the mean. The following explains how this works:

Median: This is the figure that is calculated by lining up the salaries of both men and women from smallest to largest. The median is the figure that falls in the middle of the two lists. Gender Pay Gap reporting looks at the difference between these two figures. This aims to build a picture of the middle of the organisation and less influenced by the very top and bottom earners.

Mean: To calculate this, the pay of all women is added together and then divided by the number of women. The pay of all men is also added together and then divided by the number of men. The mean Gender Pay Gap compares these two values. The mean is more affected by any particularly high or low values within a group.

5 What the results show

Our statistics do show a Gender Pay Gap for Ferndale Foods Ltd part of the Oscar Mayer Group, our pay gap is as a result of under representation of women in the higher paying roles. However, we are satisfied those men and women in the business carrying out the same roles receive equal pay and that our pay policy is fair.

6 Continuing to move forward

We remain fully committed to addressing issues relating to existing pay gaps across our business. We recognise that there is still a predominance of men particularly in senior positions in our business and whilst this can be considered a historic trend within the food

industry, we strongly believe that attracting more women into the full range of roles across the whole of the business will bring positive benefits for both employees and the business.

7 Our principles

In order to attract and retain a more diverse workforce our principles are:

- That everyone who works for us feels respected and included.
- That fairness is applied in performance assessments, salary and bonus.
- We are committed to supporting staff throughout their career with opportunities to develop and progress.

8 Our values

Passion – We pour our hearts into our work, making our work, making our business vibrant and inspiring.

Fun – We make work enjoyable, fuelling creativity and happiness for all.

Accountability – We own our actions, ensuring things get done right, every time.

Communication – We connect, collaborate, and innovate together to drive our business forward.

Integrity – We're unwavering in doing what's right, building trust among our team and customers.

9 Our measures

We will measure our progress against these statements through:

- Engagement Survey D&I indicators.
- Annual Salary and Bonus review.
- Diverse mix of internal promotions and external recruitment lead by our own in-house recruitment teams.

10 Next Steps

We need to ensure we create the right foundations for our future organisation:

- We have focused on unconscious bias training; raising awareness of how bias can impact on our recruitment, selection and performance processes.
- We will be introducing a more rigorous performance assessment process to ensure fairness and clarity.
- We have launched a new appraisal process which prompts our leaders to consider inclusion and diversity in their formal and informal interactions with their colleagues.
- We will review our family friendly policies looking to improve the support offered to working parents.

A handwritten signature in blue ink, appearing to read 'Ian Toal', is centered within a light yellow rectangular background.

Signed:

Ian Toal – Chief Executive Officer