

# Gender Pay Report

2020



Vestey Foods  
UK

## Introduction

We are committed to equal opportunities and equal treatment for all our colleagues, regardless of their sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

In this reporting year, we have seen many changes to our business due to the pandemic. We remain confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our pay gap can be attributed the change in staffing structure and the demographics of staff included in this report, 72.59% men and 27.41% women, and the salaries attached to roles occupied by men and women.

This report covers the snapshot date 5 April 2020.

According to the Equalities Office, gender pay gap is the difference between the average (mean or median) earnings of men and women across the workforce. Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are also more likely than men to have had breaks from work that have slowed their career progression. This pattern from the UK economy as a whole is reflected in the make-up of our company in some instances, and the impact of this can be seen in our pay gap.

Our median gender pay gap is 6.9%. This remains significantly lower than the national figure, which is 15.5% (ONS 2020). The median gap is considered the most representative because it ignores the extremes in pay. Our mean gender pay gap is 28.1%, a wider gap than the reported national figure. The overall increase on the previous year is not the shift we had anticipated and recognise that a temporary change in our staffing structure, largely driven by colleagues on furlough, have influenced the results.

We are continuing our efforts to attract more women into our business, into senior roles and to support them in their progression. It will take time to achieve a significant balance in our demographics. Female progression into senior roles across our business is increasing year on year and we remain committed in ensuring this continues.

## Our Ambitions

Our commitment to maintaining equality and attracting more women to our business remains unchanged. Whilst the pandemic has dampened recruitment plans, we have embraced a flexible approach to work in feasible areas of the business and this will support aspiring colleagues to achieve their ambition.

We are continuing our efforts to:

- Strengthen our recruitment focus in attracting more women to the selection process
- Promote role flexibility
- Encourage open discussions and feedback from employees on challenges and opportunities to support continuous improvement
- Enhance our capabilities that will enable us to introduce a mentoring programme

## Pay

We strongly believe in rewarding colleagues fairly and this is consistent across all pay groups. However, the mean calculation highlighted a wide gap between the average pay of both genders. This is partly due to a higher proportion of men employed and occupying senior roles, and the change in staffing structure.

Pay gap	2020	2019
Median	6.9%	1.07%
Mean	28.1%	19.33%

Gender pay gap and equal pay are not the same.

Equal pay measures the difference between men and women doing the same or similar job. Gender pay gap measures the differences in the average and median earnings of men and women, irrespective of their role or seniority.

## Bonus

The difference in the mean and median bonus paid to men and women is used to identify any gaps in bonus payment. The mean calculation highlighted a wide gap in bonus pay, however, this is attributed to men occupying senior roles that attracts higher bonuses. The proportion of men and women who received a bonus remained balanced.

	Female	Male	Bonus gap	2020	2019
Bonus paid	97%	97%	Median	8.3%	0%
No bonus paid	3%	3%	Mean	63.4%	71.49%

## Pay By Quartile

To identify the pay quartiles our workforce is divided into four equal-sized groups based on hourly pay, ranked from the highest to the lowest. A quartile represents 25% of the workforce.

We are committed to increasing the number of women employed and have seen positive progress in their progression. There continues to be a fairly equal distribution of women across all quartiles, and we believe, in time, the number will increase.

	Upper Quarter	Upper Middle Quarter	Lower Middle Quarter	Lower Quarter
Female	18%	32%	32%	26%
Male	82%	68%	68%	74%

I, Matthew Flood, Chief Executive Officer, confirm that the information in this statement is accurate.



Signed:

Date: 28<sup>th</sup> September 2021