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UK GENDER PAY GAP REPORT 2022

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Human Resources

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UK Gender Pay Gap Report 2022

At Bakkavor our success relies on the skills, experience, and commitment of the diverse range of people who work for us. However, simply having a diverse workforce is not enough. We want to create an equal and inclusive workplace where colleagues feel valued, included, and inspired to perform at their best. We are passionate about creating an equal workplace through understanding colleagues' points of view, being aware of different cultures and customs, and broadening our perspectives.

Over the last 12 months, we have continued to display this commitment through our membership of the Diversity in Grocery network and supporting inclusion and diversity events such as International Women's Day, World Day for Cultural Diversity, Pride Month and Black History Month. We also refreshed our company values to focus more on our people and the behaviours we uphold to support a more inclusive and respectful culture.

Our commitments:

In addition to embedding inclusive behaviours, we remain committed to addressing our gender pay gap and promoting gender balance at all levels of the workforce.

As part of our focus on gender equity, our analysis in 2022 shows us that there is more to do in relation to gender balance across our senior management roles and across certain disciplines such as Engineering, Finance, and Information Technology. This is against an external environment of STEM subjects and careers being under-represented by females and therefore we acknowledge that this requires long-term commitment and focus for sustainable change.

We are taking action by:

- Implementing our female mentoring programme in 2022 as part of an integrated and inclusive approach to supporting personal development and growth. The programme included a cohort of 22 female senior leaders being match with mentors from senior management. Our female mentees later became mentors to 22 female front line emerging leaders as part of our objective to strengthen female representation at all levels of the business. The programmes continues into 2023.
- Raising awareness of menopause through the launch of Menopause Guidelines and wellbeing resources for women in mid-life. with further health resources planned for 2023 as part of our first Women's Month in March 2023.
- Hybrid-working to facilitate greater accessibility and reach for our office-based roles, with a specific focus on remoteworking for Information Technology which is externally under-represented by females.
- Diversity in Early Careers by increasing the number of female apprentices and graduates, particularly in STEM subjects. By building long-term links with schools and colleges we hope to challenge gender and role stereotypes making STEM careers more appealing to female students.

These actions are supported by our Inclusion and Diversity Forum which includes a broad mix of representatives from across the business.

The 2022 numbers and statistics

The information below is the statistical data about our UK gender pay gap, published in line with the annual requirement. It covers:

- A. Our gender pay gap median and mean
- B. Our gender bonus gap median and mean
- C. The proportion of males and females in each pay quartile

The results focus on the UK segment of Bakkavor Group as a whole, which is the best indicator of our overall gender pay position. This includes the information for all our employing companies with over 250 employees.

With regards to comparing our gender pay data between 2021 and 2022, there are a number of significant factors to be taken into consideration which impact the overall position including:

- Our 2022 'factory pay reset' resulted in different levels of pay awards across our sites
- The fact there were two bank holidays in the 2021 data (typically attracting bank holiday premia and overtime) and none in the 2022 data due to the timing of Easter
- The payment of a three year legacy 'loyalty bonus' for certain colleagues in the 2022 pay period not paid in the prior year, impacting both the pay and bonus gap data
- The differing levels of annual bonus paid in 2021 versus 2022, impacting both the pay and bonus gap data

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A. Our gender pay gap - mean and median

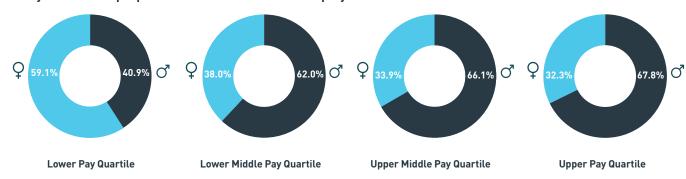
	2022	2021*
Mean gender pay gap	9.6%	9.3%
Median gender pay gap	9.3%	7.3%

^{*2021} data for the mean and median pay gap has been restated as during the year we identified a calculation error.

B. Our gender bonus gap - mean and median (proportion of males/females receiving a bonus payment)

	2022	2021
Mean gender bonus gap	21.0%	17.0%
Median gender bonus gap	12.1%	15.2%

C. Pay Quartiles - proportion of male and female employees



D. Summary of gender and bonus data

This is a summary of the gender and bonus data for Bakkavor UK. It includes companies which have a statutory reporting requirement, namely those who have more than 250 employees.

2022 Gender Pay Figures						
	Bakkavor Foods					
Mean Gender Pay Gap	9.6	%				
Median Gender Pay Gap	9.3%					
Mean Gender Bonus Gap	21.0%					
Median Gender Bonus Gap	12.1%					
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Proportion of Males and Females Receiving a Bonus	9.3%	7.6%				
Proportion of Males and Females in Lower Pay Quartile	40.9%	59.1%				
Proportion of Males and Females in Lower Middle Pay Quartile	62.0%	38.0%				
Proportion of Males and Females in Upper Middle Pay Quartile	66.1%	33.9%				
Proportion of Males and Females in Upper Pay Quartile	67.8%	32.3%				

We confirm that the information reported is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and we look forward to reporting on progress against our focus areas next year.

Mike Edwards Chief Executive Officer

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Donna-Maria Lee Chief People Officer

