

BAKKAVÖR

Balance
IS BETTER



**UK GENDER PAY
GAP REPORT 2022**

- 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

A. Our gender pay gap – mean and median

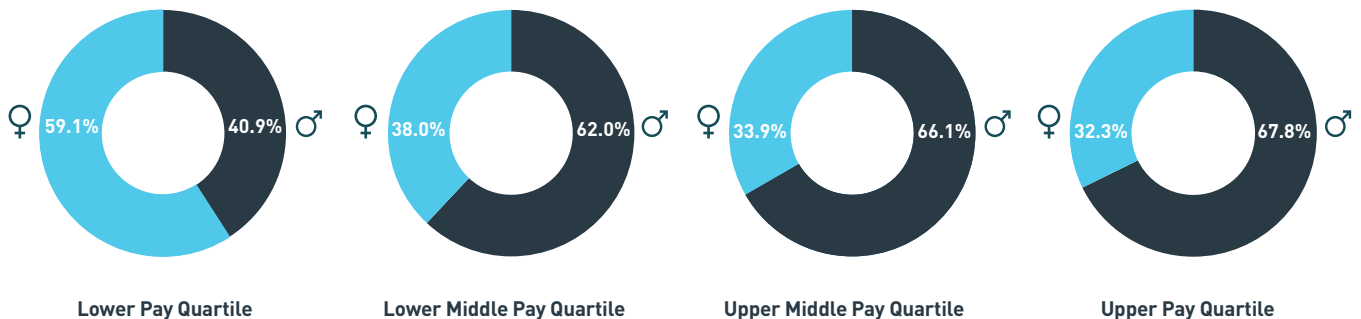
	2022	2021*
Mean gender pay gap	9.6%	9.3%
Median gender pay gap	9.3%	7.3%

*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%	
	M	F
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

Mike Edwards
Chief Executive Officer

O. M. Lee

Donna-Maria Lee
Chief People Officer

