

BAKKAVÖR

Balance
is better



**UK Gender Pay Gap
Report 2024**

	2024	2023
Median Gender Pay Gap	4.9%	6.4%
Mean Gender Pay Gap	10.2%	9.3%

Gender Pay Gap 2024		
	Bakkavor Foods	
Median Gender Pay Gap	4.9%	
Mean Gender Pay Gap	10.2%	
Median Gender Bonus Gap	10.4%	
Mean Gender Bonus Gap	33.4%	
	M	F
Proportion of Males and Females Receiving a Bonus	9.0%	7.9%
Proportion of Males and Females in Lower Pay Quartile	49.8%	50.2%
Proportion of Males and Females in Lower Middle Pay Quartile	58.9%	41.1%
Proportion of Males and Females in Upper Middle Pay Quartile	62.1%	37.9%
Proportion of Males and Females in Upper Pay Quartile	67.0%	33.0%

	F		M			
Apprentice	17	29.3%	41	70.7%	58	100.0%
Graduate	7	46.7%	8	53.3%	15	100.0%
Grand Total	24	32.9%	49	67.1%	73	100.0%

Providing further job flexibility

Job Sharing

We continue to support flexible working arrangements across our functions. In October 2024 we changed our approach to job share roles, with all new salaried vacancies across all functions now being advertised as being eligible for job sharing. We encourage line managers to work with their HR Business Partners and the Talent Acquisition Team to explore how current employees can move into job share and how any vacant roles could become a job share role.

In the UK, 58% of carers in employment are women. This means that a significant portion of women are balancing both paid work and their caregiving responsibilities **Facts and figures | EfC**

In 2024, we launched a new **Carers Policy** to support employees balancing work and caregiving responsibilities. This policy aims to reduce stress and enhance overall well-being by providing the necessary support. By assisting carers, we hope to retain valuable employees who might otherwise leave due to caregiving pressures.

Wellbeing for all women

A new ‘proud to be discreet’ blue box initiative was introduced at our Spalding site following the suggestion of a colleague. This was a way to help with period poverty, providing discreet and equal access to sanitary items across Spalding. The colleague who drove this initiative was shortlisted for our annual “Proud to Live Our Values” Award, and the scheme now has official Bakkavor branding and is being trialled at other sites. Our menopause guide continues to be promoted. In 2024, two of our sites Devizes and Bo’ness trialled menopause cafés to further raise awareness, provide support, and dispel myths surrounding menopause.

International Women’s Day 2024

As part of our commitment to champion women at Bakkavor we celebrated Women’s Month throughout March 2024. The theme ‘You can do it’ included profiles and career stories of women from across the business as was a panel event featuring four female senior leaders discuss their career journey and role at Bakkavor.

Engagement Survey

Employee engagement surveys are an excellent tool for assessing team sentiments towards their work and the organisation. These surveys provide valuable insights into employee satisfaction, motivation, and areas needing improvement. In 2024, 88.1% of female employees in the UK participated in the survey, with engagement scores increasing 3% from 2023. The data collected helps us identify disparities in employee experiences and offers a chance to review the information with an Inclusion perspective.

Moving Forward

Our 2025 People Plan outlines 3 ongoing areas of focus for our inclusion agenda under the banner of 'Proud to Be':

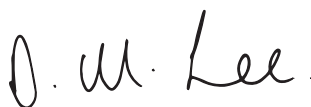
- Maintain focus on **gender balance**
- Understand **ethnic experiences** and differences
- Improve our understanding of a multi-generational workforce in particular the needs and benefits of an **ageing workforce**

To reinforce our commitment to Inclusion and Diversity, we have appointed an Inclusion and Diversity Manager. This new role will lead the work to foster a positive and inclusive workplace for all, address barriers to inclusivity and collaborate with various departments to ensure our policies and practices are inclusive, fair, and equitable.

We confirm that the information reported is accurate and in accordance with the UK Government's 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



Donna-Maria Lee
Chief People Officer

