

HILTON  
FOODS

# GENDER PAY REPORT

2024



At Hilton Foods, we believe that an inclusive and equitable workplace is key to driving innovation, performance, and long-term success. We are committed to ensuring that all our people—whether in our offices or factories—have the opportunity to thrive. Equity, diversity, and inclusion remain at the heart of our business, shaping how we attract, develop, and support talent at every level.

For the 2024 reporting period, Hilton Food Group plc had three UK legal employing entities with 250 or more colleagues, requiring mandatory gender pay gap reporting. These entities are:

- ▶ Hilton Foods UK
- ▶ Hilton Foods Seachill
- ▶ Fairfax Meadow

Our overall 2024 results in the UK show a mean pay gap of 11.1% and a median pay gap of 14.1%. While the mean gap has remained stable, the increase in the median gap suggests changes in pay distribution, particularly in mid and senior-level roles. Our quartile data highlights an increase in female representation in the lower and upper middle bands, but women remain underrepresented in the upper quartile, where higher-paid roles are concentrated. The significant reduction of our mean bonus gap to -19.7% is influenced by bonuses awarded to senior female leadership at Fairfax Meadow, alongside the absence of bonus payments at Hilton Foods Seachill.

In addition to the UK entities, we are now required to publish gender pay reporting for Hilton Foods Ireland. Our 2024 results show a mean pay gap of 21.8% and a median pay gap of 8.4%. The differentials between the mean and the median pay indicates the greater level of gender disparity in more senior roles. Our quartile data highlights female representation in the lower and upper middle bands, but women remain underrepresented in the upper quartile, where higher-paid roles are concentrated.

We recognise that the food manufacturing industry, particularly in meat and fish processing, has traditionally had lower female representation. Addressing this remains an important focus for us, and we continue to take meaningful action to close the gender pay gap and drive long-term change.

Over the past year, we have strengthened our focus on inclusion, reflected in a 5% increase in our Inclusion Index score in our annual engagement survey. This progress is supported by a 58% increase in membership to our global colleague Inclusion Network—demonstrating that more of our people are actively engaged in creating a culture where everyone feels valued and included.

Developing diverse talent remains a priority, and our 2024 Accelerated Development Programmes achieved a near-equal gender split, with 51% female and 49% male participants. This ensures that female talent is well represented in our leadership pipeline, helping to drive greater gender balance in senior roles. To further support career growth, we have expanded our ongoing partnership with Meat Business Women to offer unlimited memberships for all colleagues. This provides access to networking, mentoring, and development opportunities, reinforcing our commitment to attracting, developing, and retaining diverse talent across the industry.

These are just some of the steps we are taking to create a more inclusive Hilton Foods and improve gender balance across our business. While we are proud of our progress, we know there is more to do. We will continue challenging barriers, driving positive change, and ensuring that all our people have the support, opportunities, and environment they need to succeed.



*I confirm that the information reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*

*E. Downes*

**Lizzie Downes**  
Chief People & Culture Officer  
Hilton Food Group plc

## UNDERSTANDING THE GENDER PAY GAP

The Gender Pay Gap measures the difference in average pay between men and women in an organisation, regardless of their roles.

The Gender Pay Gap is shown as a percentage of the average earnings of men. A negative number means that, on average, women earn more than men.

This is different from equal pay, which looks at whether men and women are paid the same for doing the same role or roles of equal value.

### HOW IS THE GENDER PAY GAP CALCULATED?

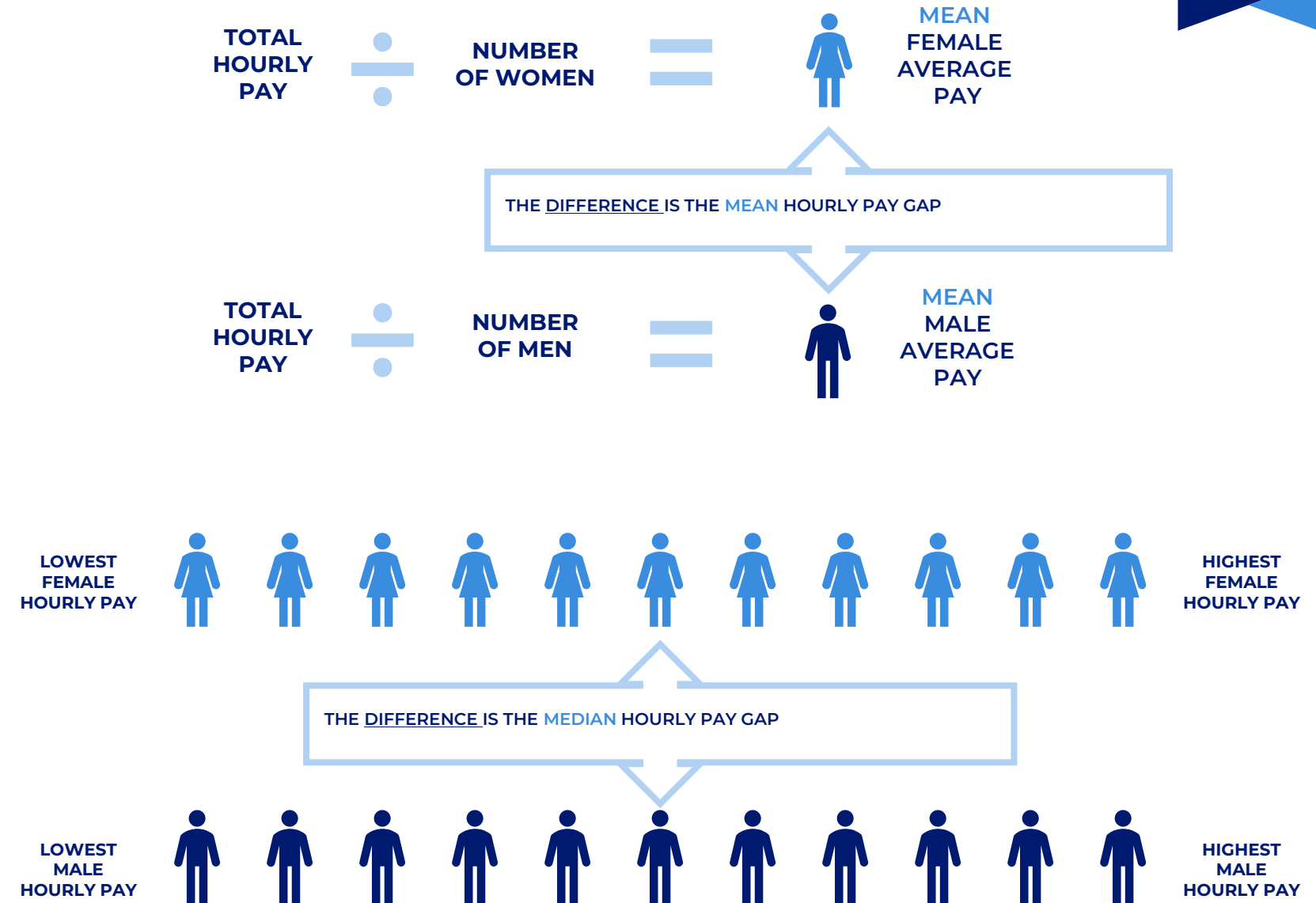
The mean gender pay gap is calculated by comparing the average hourly pay or bonuses of men in our organisation to those of women, taking into account all relevant additional payments. This provides an overall view of the difference in earnings between these genders.

The median gender pay gap is calculated by comparing the middle value of hourly pay or bonuses for men in our organisation to the middle value for women, including all relevant additional payments. This helps to show the typical difference in pay between men and women.

The quartiles for the gender pay gap are calculated by dividing the hourly pay or bonuses for men and women in our organisation into four equal groups, from the lowest to the highest. This helps to show the distribution of pay differences between men and women across different pay levels.

Hilton Foods Ireland's calculations follow the same methodology but also report on the mean and median hourly remuneration for part-time and temporary male and female employees. It also details the percentage of male and female employees who received benefit in kind. This is as required by reporting regulations.

FIGURE 1 - Calculating the Mean and Median Gender Pay Gap

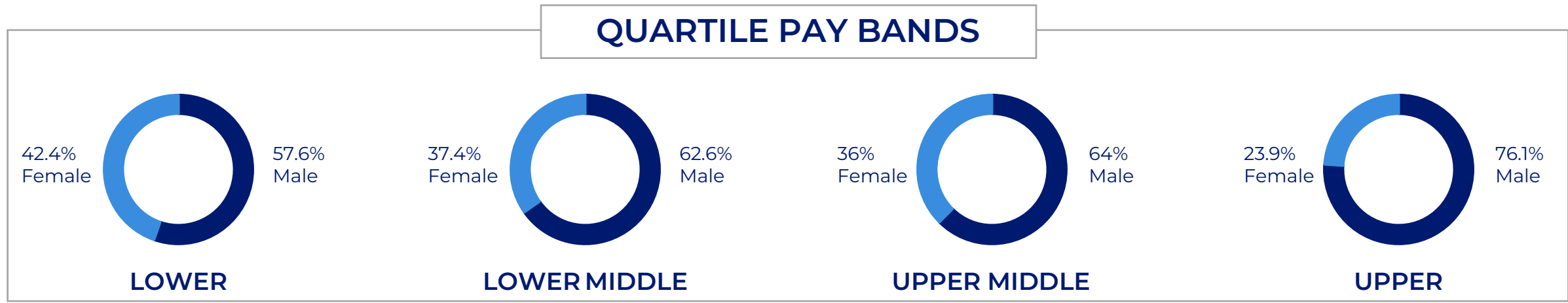
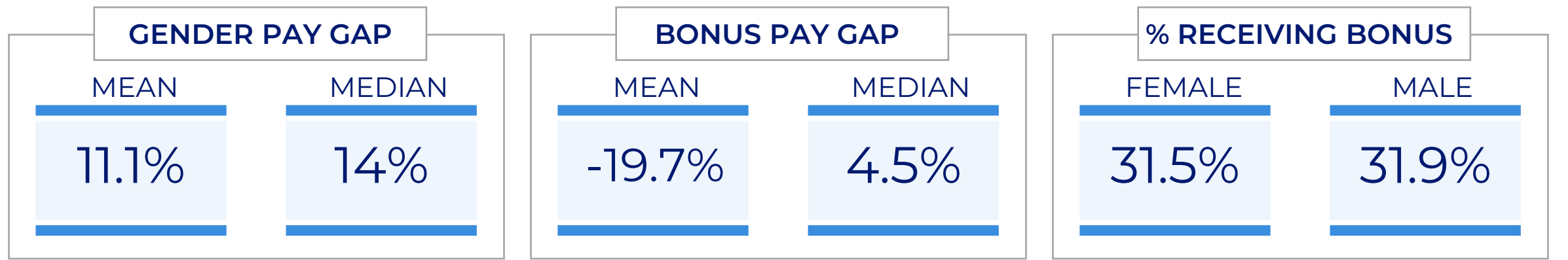


# HILTON FOODS OVERVIEW

## CONSOLIDATED DATA OF ALL 3 UK ENTITIES

Our mean pay gap remained stable at 11.1%, while the median pay gap increased to 14%, indicating shifts in pay distribution at mid and senior levels. The mean bonus gap decreased significantly to -19.7% and the median bonus gap increased to 4.5%. These results are influenced by higher bonus awards for senior female leaders at Fairfax Meadow alongside no bonus payments made at Hilton Foods Seachill.

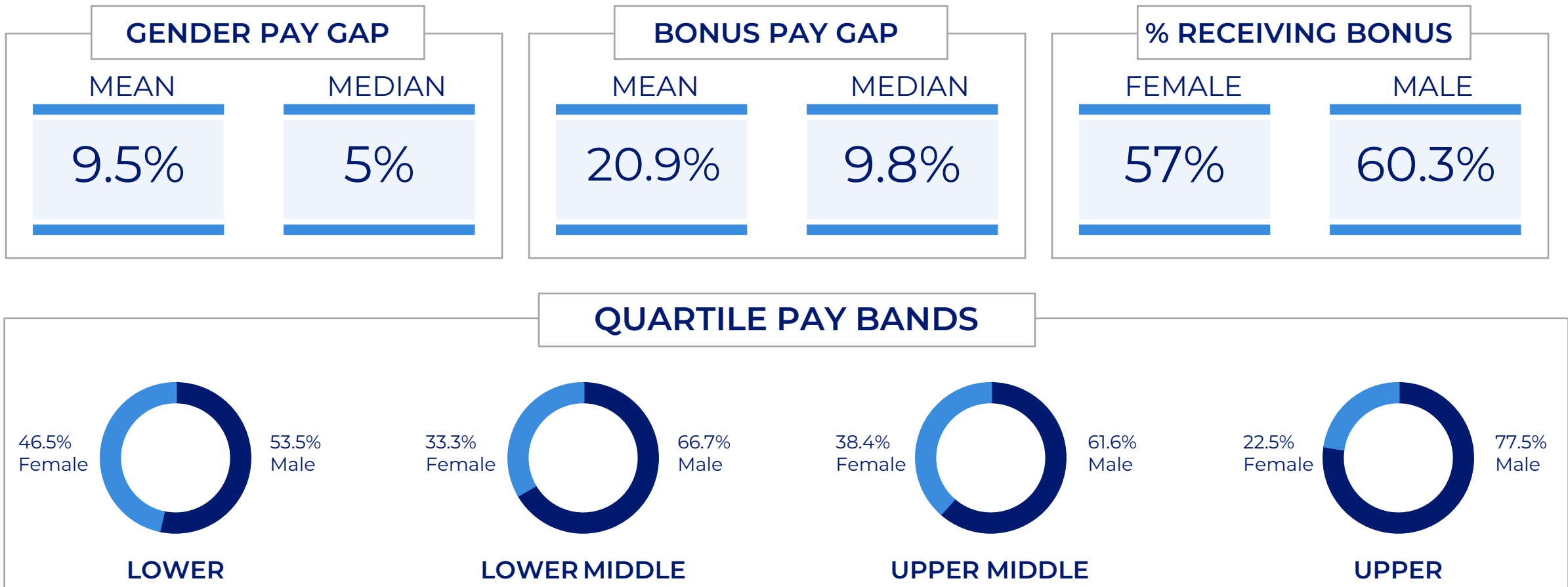
Female representation increased in the lower and upper middle quartiles but declined in the lower middle and upper quartiles, highlighting ongoing gender imbalance in more senior roles.



# HILTON FOODS UK

The mean gender pay gap at Hilton Foods UK has reduced to 9.5%, with the median at 5%. The mean bonus pay gap has improved to 20.9%, while the median remains at 9.8%. Female representation has increased in the lower middle and upper middle quartiles, though men continue to hold most upper quartile roles.

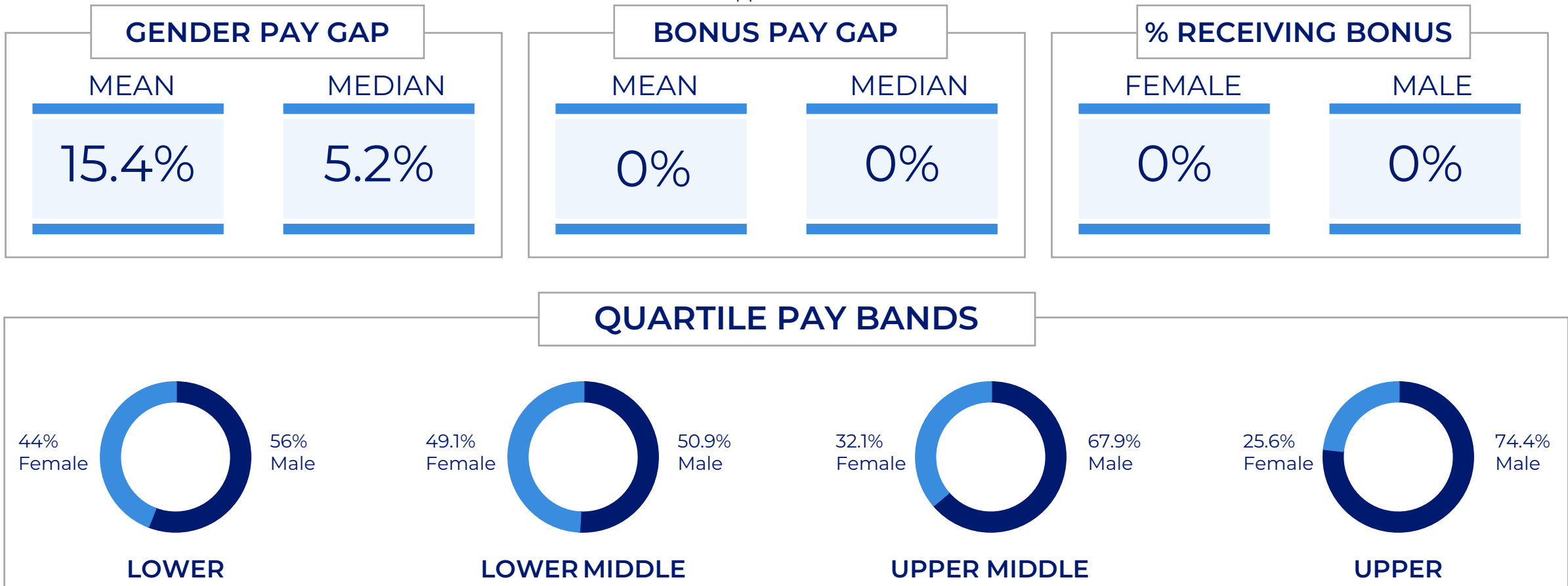
Hilton Foods UK continues to promote gender balance through annual salary benchmarking to ensure fair and equitable pay, alongside adjustments where disparities are identified. When hiring for new roles, pay is carefully benchmarked to align with the level of responsibility and scope, helping to maintain fairness from the outset. To further address gender balance at senior levels, gender representation is actively considered when selecting participants for talent development programmes, ensuring women have access to career progression opportunities.



# HILTON FOODS SEACHILL

The mean gender pay gap at Hilton Foods Seachill has increased to 15.4%, while the median has decreased to 5.2%. No bonus pay gap data is available for this year, as no bonuses were distributed.

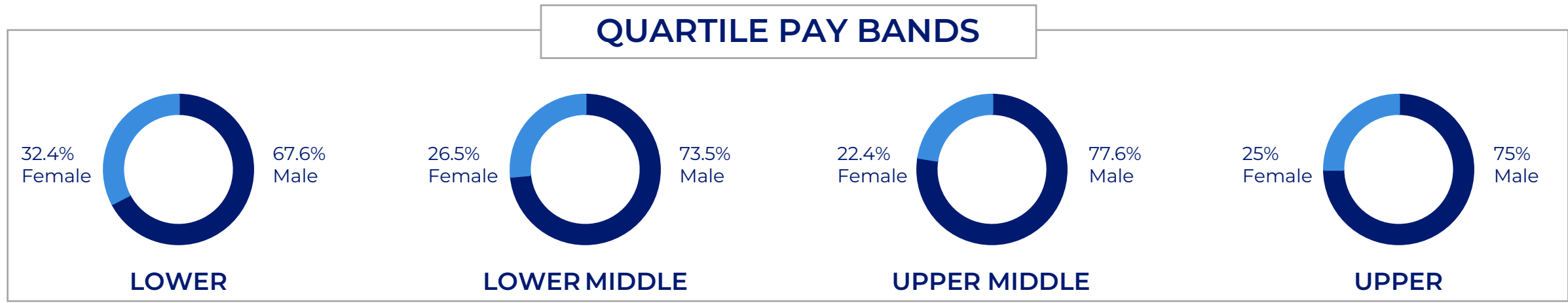
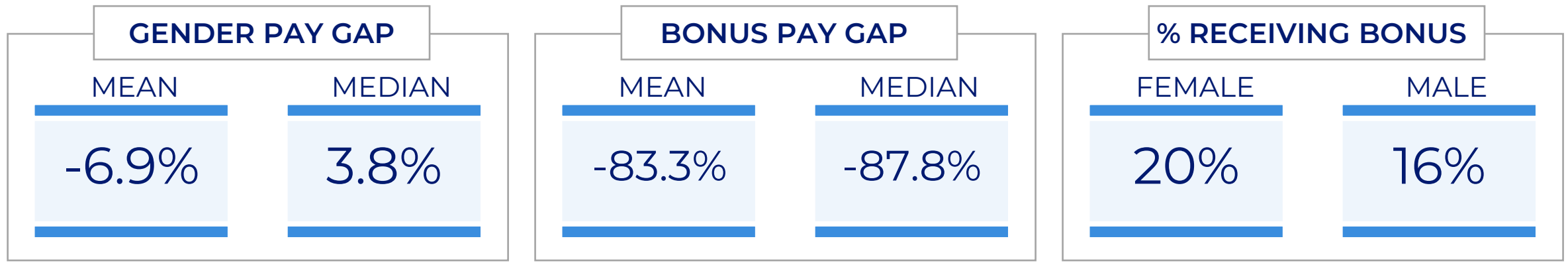
Hilton Foods Seachill remains committed to improving gender balance and pay equity. In 2024, the introduction of the Enhanced Maternity and Paternity offering marked an important step in supporting career progression and retaining female talent. Looking ahead to 2025, to support pay consistency, Seachill will align pay structures across its two sites, conduct unbiased evaluations of roles, and review gender representation in senior positions to address any pay inequalities. Fairfax Meadow plans to further support female talent through representation on development programmes and mentoring opportunities.



# FAIRFAX MEADOW

The mean gender pay gap has continued to shift in favour of women, now at -6.9%, while the median gap in favour of men has narrowed to 3.8%. The mean bonus pay gap of -83.3% and the median of -87.8% reflect the impact of female leadership bonus at the most senior level.

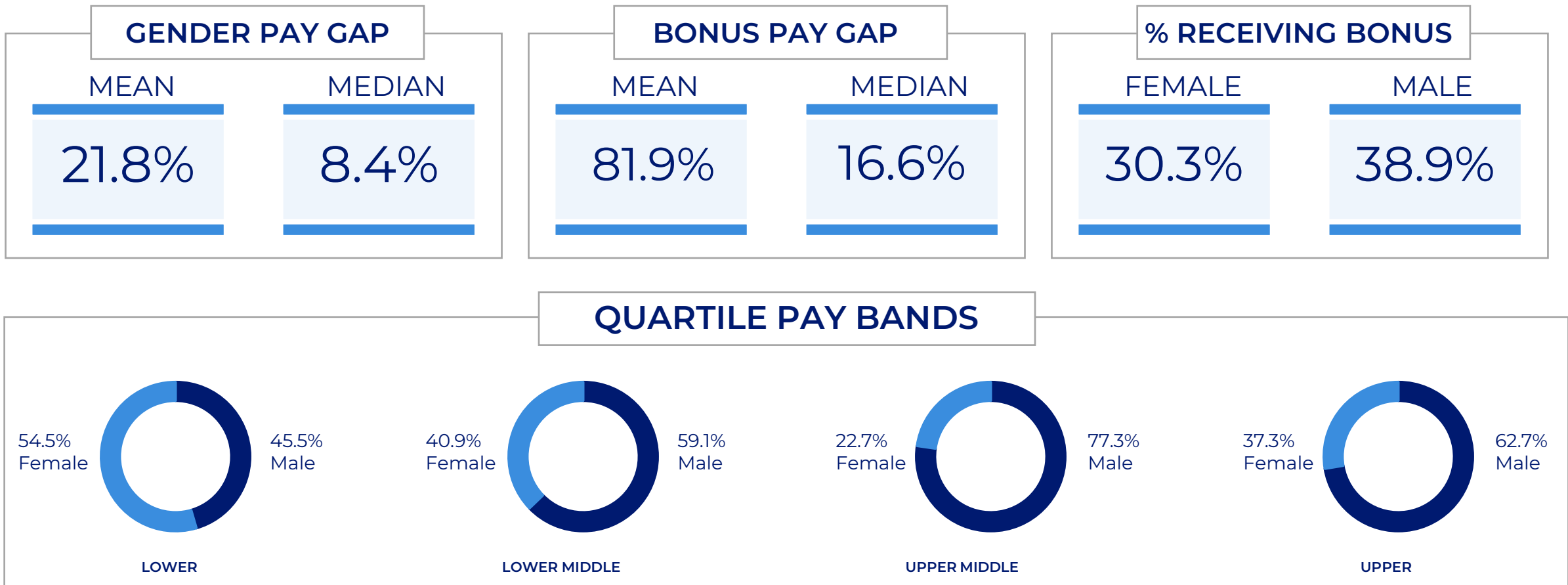
Fairfax Meadow remains committed to improving gender balance and pay equity. Female representation in the upper pay quartile has increased slightly, and the senior leadership team continues to maintain a 50-50 gender split. In 2024, the introduction of an Enhanced Maternity and Paternity offering marked a key step in supporting career progression and retaining female talent. Health and wellbeing have also been a priority, with initiatives focused on breast cancer awareness and menopause health assessments. Looking ahead, Fairfax Meadow plans to further support female talent through representation on development programmes and mentoring opportunities.



# HILTON FOODS IRELAND

Our mean pay gap was 21.8%, while the median pay gap is much lower at 8.4%, indicating shifts in pay distribution at mid and senior levels. The mean bonus gap further highlights this disparity at 81.9% while the median is at 16.6%. A major contributing factor is that some of the highest-paid employees, who support and contribute to the broader global Hilton Foods Group operations and activities, are based and paid from this site.

Female representation is higher in the lower and lower middle quartiles but declines in the upper middle and upper quartiles, highlighting ongoing gender imbalance in more senior roles. The concentration of males in positions of seniority is seen also in the figures of those in receipt of Benefit in Kind where of the 9% of the company in receipt of these allowances 7% are male and 2% are female.



\*Hilton Foods Ireland did not report on part time employees as there was no colleague on a part-time contract or temporary contract during the reference reporting period.



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# APPENDIX



# GENDER PAY GAP DATA – UK ENTITIES

## SUMMARY TABLE

ENTITY	PAY GAP		BONUS DIFFERENCE		% RECEIVING A BONUS	
	MEAN	MEDIAN	MEAN	MEDIAN	MALE	FEMALE
Hilton Foods UK	9.5%	5%	20.9%	9.8%	60.3%	57%
Hilton Foods Seachill	15.4%	5.2%	0%	0%	0%	0%
Fairfax Meadow	-6.9%	3.8%	-83.3%	-87.8%	16%	20%
<b>OVERALL CONSOLIDATED</b>	<b>11.1%</b>	<b>14.1%</b>	<b>-19.7%</b>	<b>4.5%</b>	<b>31.9%</b>	<b>31.5%</b>

ENTITY	LOWER QUARTILE		LOWER MIDDLE QUARTILE		UPPER MIDDLE QUARTILE		UPPER QUARTILE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Hilton Foods UK	53.5%	46.5%	66.7%	33.3%	61.6%	38.4%	77.5%	22.5%
Hilton Foods Seachill	56.0%	44.0%	50.9%	49.1%	67.9%	32.1%	74.4%	25.6%
Fairfax Meadow	67.6%	32.4%	73.5%	26.5%	77.6%	22.4%	75.0%	25.0%
<b>OVERALL CONSOLIDATED</b>	<b>57.6%</b>	<b>42.4%</b>	<b>62.6%</b>	<b>37.4%</b>	<b>64.0%</b>	<b>36.0%</b>	<b>76.1%</b>	<b>23.9%</b>

# GENDER PAY GAP DATA – HILTON FOODS IRELAND

## SUMMARY TABLE

ENTITY	PAY GAP		BONUS DIFFERENCE		% RECEIVING A BONUS	
	MEAN	MEDIAN	MEAN	MEDIAN	MALE	FEMALE
Hilton Foods Ireland	21.8%	8.4%	81.9%	16.6%	38.9%	30.3%

ENTITY	LOWER QUARTILE		LOWER MIDDLE QUARTILE		UPPER MIDDLE QUARTILE		UPPER QUARTILE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Hilton Foods Ireland	45.5%	54.5%	59.1%	40.9%	77.3%	22.7%	62.7%	37.3%