

Hilton Foods UK Limited – Gender Pay Report 2018

At Hilton Foods UK, we continue to support our people to be the best that they can be. It is important that Hilton’s continuing growth is linked with the growth of our people with equal opportunity for all.

As highlighted last year, our gender pay gap arises because of employing more males than females at a senior level. In addition, there is a history of our sector being male dominated.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2018:

1. The difference between the MEAN hourly rate of male and female employees was **6.4%**
2. The difference between the MEDIAN hourly rate of male and female employees was **14.3%**

Whilst our pay gap has increased since the last report, we continue to focus on ensuring equal opportunity for all. This data does not reflect our efforts over the past 12 months where we have actively looked to improve the gender balance in senior roles balance.

Quartile Pay Bands

3. The impact of more men than women being employed in more senior roles is shown below. Here we have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of 4 quartiles:

Quartiles	Percentage Male	Percentage Female
Lower	51%	49%
Lower Middle	58%	42%
Upper Middle	72%	28%
Upper	74%	26%

Bonus Pay

We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2018):

4. The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **82.3%**
5. The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **52.5%**
6. **0.4%** of male employees received bonus pay; **0.5%** of female employees received bonus pay

Due to a significantly reduced number of bonus payment being made during the reporting period (as shown by point 6), the mean and median bonus gaps numbers are shown to have significantly increased. This is not reflective of our business as a whole and we would expect to see a normalisation of this data in the next reporting period.

Since the first reporting period in 2017, we have been highly successful in recruiting senior women into office based professional roles. Through our recruitment processes, we ensure the best-fit hire regardless of gender.

It is essential that we continue our focus on equal opportunity for all and reduce the gap. In 2017 we began a new approach to capability and succession which was implemented in 2018, however it will take some time for the impact of this work, along with other initiatives, to begin to reduce the gender pay gap. We are committed to the journey of supporting our people to be the best they can be whoever they are.

John McLoughlin, Managing Director
Hilton Foods UK Limited
4th April 2019