

Hilton Foods UK Limited – Gender Pay Report 2022

At Hilton Foods UK, we continue to support our people to be the best that they can be and to ensure that all are made to feel welcome and have the opportunity to develop and progress.

Our gender pay gap arises because there are more males than females at all levels of the organisation, and in particular for senior roles. This is in common with the majority of employers in the meat processing industry, as there is a history of our sector being male dominated. Therefore the key to improving gender pay, is to improve opportunities for those who identify as women. We are addressing this by encouraging candidate diversity through our recruitment processes, supporting the development of women through our approach to capability and succession, our leadership development programmes and the Women’s Network.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2022:

The difference between the MEAN hourly rate of male and female employees was **9.5%**

The difference between the MEDIAN hourly rate of male and female employees was **4.6%**

We are pleased that our pay gap has decreased since the last report and we continue to focus on ensuring equal opportunity for all.

Quartile Pay Bands

The impact of more men than women being employed in leadership roles is shown below. Here we have ranked hourly pay for all employees 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 the four quartiles.

Quartile	Percentage Male	Percentage Female
Upper	76.6%	23.4%
Upper Middle	60.5%	39.5%
Lower Middle	57.8%	42.2%
Lower	58.8%	41.2%

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 2022):

The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **25.8%**

The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **5.6%**

3.4% of male employees received bonus pay; **2.1%** of female employees received bonus pay.

A slightly higher proportion of male employees were paid a bonus in the 12 months up to 5th April 2022. Both the mean and median bonus paid to women was lower, compared to men.

Since its roll-out in 2018, we have continued to embed a company-wide approach to succession and capability which supports the development of talent across the business regardless of gender or background. We are committed to the journey of supporting our people to be the best they can be whoever they are.

We are proud that the Hilton Foods Women's Network continues to go from strength to strength with great support from our male allies. The purpose of the Hilton Foods Women's Network is to engage and enable those who identify as women across Hilton Foods through support, development and action. The Network is open to colleagues of any gender. It provides individuals with the opportunity to connect globally and to learn and share experiences at online events. Recent topics have included Being Yourself at Work, Developing your Leadership Style and Dealing with Change. In addition, the Network provides helpful toolkits and information on anything from career development to women's health.

We continue to sponsor Meat Business Women, a global professional networking group for women working across the food industry. Our shared aim is to attract and grow diverse talent within the sector. Through this partnership, this year we have been able to offer Meat Business Women memberships to colleagues across Hilton Foods giving them access to a cross-industry mentoring programme, exclusive content and events. Given the success of Meat Business Women and to reflect our expansion into processing other proteins, in 2023 we are trialling membership of Women in Food and Agriculture.

We continue to raise the profile of inclusion and diversity internally, promoting local and international events, such as International Women's Day, whilst also sharing our own stories. We reviewed our values and behaviours putting respect, celebrating difference and people development at the heart of these to reinforce what we believe to be important.

We are committed to the journey of supporting our people to be the best they can be, whoever they are and ensuring that we encourage and support to occupy leadership positions. We are proud to have set ourselves a target of having 30% of leadership roles filled by women by 2025. We are confident that by supporting these many initiatives, we will continue to foster an inclusive culture and drive gender equity at Hilton Foods.

I confirm that the information provided within this report is accurate as at 5 April 2022.

Jackie Lanham
Chief People and Culture Officer
Hilton Food Group plc