

2021

GENDER PAY GAP STATEMENT



Samworth Brothers

QUALITY FOODS



THE SAMWORTH WAY

Samworth Brothers

QUALITY FOODS



Our purpose '**doing GOOD things with GREAT food**' means that we welcome new colleagues into our family with open arms. One of our values, '**we are a family**' states that 'we appreciate, encourage, and treat one another like family, no matter who we are or where we are from. Everyone is welcomed and supported.' These statements and our purpose demonstrate that culturally, building a diverse and inclusive workforce is in the DNA of Samworth Brothers.

Our Group People strategy is built on delivering on this purpose for all our colleagues. We have several enablers and touchpoints that we are working on to provide opportunities for all our people to reach their full potential. We track our progress by measuring the internal progression rate with a target of 70% of roles to be filled internally. Every colleague is expected to have a performance enhancement conversation with their line manager and agree an annual development plan. Colleagues can also have their say anonymously and confidentially in our annual people survey. Local management teams then build action plans based on this feedback to make improvements.

In 2019 we shared an updated culture framework with our colleagues. Commitments and actions that were developed from this include our cross business '**Leading the Samworth Way**' workshops for managers so they understand how they should lead in line with our purpose, values, and culture framework.



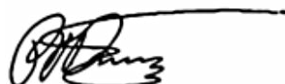
2021 GENDER PAY GAP STATEMENT

At Samworth Brothers it is very important to us that each one of our colleagues feels valued whatever their gender and that there are equal opportunities for everyone. We want all colleagues to be able to develop in their careers and reach their full potential. We have a number of initiatives in place to champion gender diversity and equal reward, considering many aspects such as ways of working, recruitment, ensuring retention and offering career progression.

Our overall median gender pay gap in 2021 is 7% and our overall mean gender pay gap is 5%, compared to the UK median average of 15.4% and UK mean average of 14.9%*.

While we are ahead of the UK average, we are committed to continuing to further improve equality in our workforce. One area of work has been representation at senior levels. The number of female executives with a direct reporting line to a Group Executive Board member was 37% in February 2021 (up from 28% in Q3 2019). 34% of the total director population is now female (up from 17% in Q3 2019). Early careers is another area where we have seen progress. In 2021 51% of our recruits in our latest graduate and industrial placement intake are female.

We have an on-going action plan to ensure continued progress in this area and look forward to providing a further update in 2023.



Paul Davey
Group Executive Director
Samworth Brothers

* Office of National Statistics Annual Survey of Hours and Earnings 2021



All companies with 250 or more employees are required to publish their gender pay gap information under legislation that came into force in April 2017.

Companies have to publish the gap in pay between men and women on both a median basis (the difference between the midpoints in the ranges of men's and women's hourly pay) and a mean basis (the difference between the average hourly pay between male and female staff).

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

GENDER PAY GAP

Gap in pay between men and women

HOURLY PAY

Median

7%

Mean

5%

GENDER BONUS GAP

Median

45%

Mean

38%

PROPORTION OF COLLEAGUES RECEIVING A BONUS FOR 2021

Male

59%

Female

54%

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The data illustrates our median and mean gender pay gap at the snapshot date of 5th April 2021. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

Our gender pay gap in 2021 of 7% (median) and 5% (mean) is well below the UK average of 15.4% (median) and 14.9% (mean).

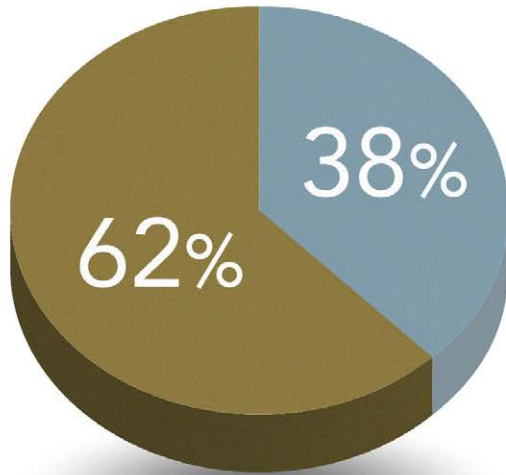
The proportion of male/female colleagues in receipt of a bonus in 2021 was 59% of men and 54% of women. (This is a lower proportion than in usual years due to the Covid-19 pandemic.)



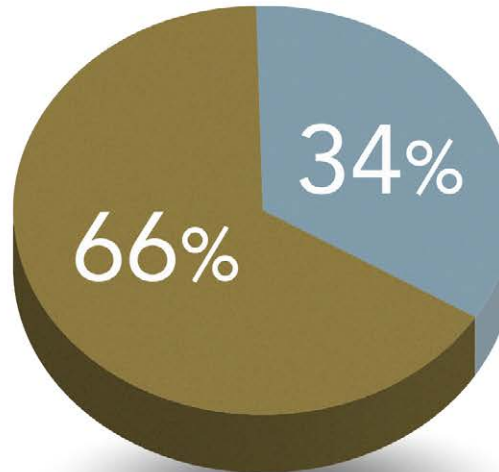
GENDER DISTRIBUTION BY PAY QUARTILE



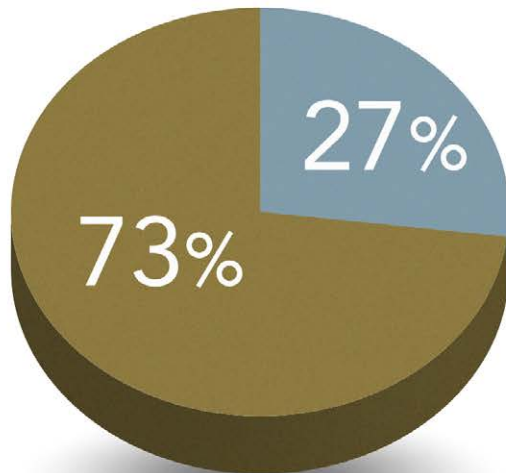
QUARTILE 1



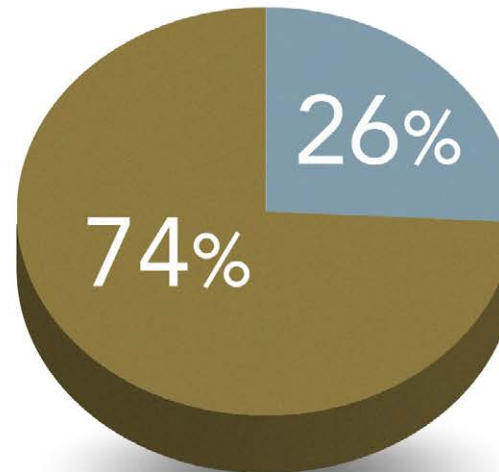
QUARTILE 2



QUARTILE 3



HIGHEST QUARTILE



MEN

WOMEN

