



GENDER PAY GAP REPORT

2020



Pay

Pay Gap

Mean: 10%

Median: 6%

UK National

Mean: 14.6%

Median: 15.5%

Bonus

Mean: 37%

Median: 31%

Percentage receiving bonus

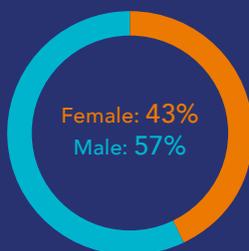
Female:



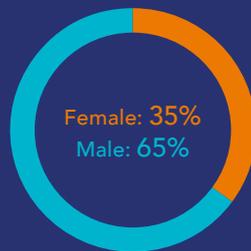
Male:



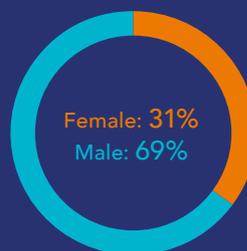
Quartiles



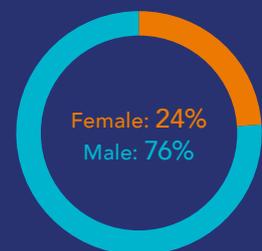
Lower



Lower
middle



Upper
middle



Upper

Measuring Gender Pay

Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gender pay gap, which shows the difference in the average earnings of men and women across an organisation, regardless of the nature of their work or level.

The gender pay gap is different from equal pay, which is about men and women receiving the same pay for the same jobs, similar jobs or work of equal value. At Pilgrim's UK, our salaries and wages are based on the requirements of the job, regardless of the post being held by a male or female.



The mean (or average) gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.



2020 results for Pilgrim's UK

The average pay gap within Pilgrim's UK for 2020 remained static at 10% - which is 5.5% lower than national average and 4.4% lower than the industry average.

There are a number of factors which contribute towards our gender pay results, the most significant being that our workforce is made up of 1788 women (32%) and 3780 men (68%), with a higher proportion of men in the most senior, higher-paid positions, in our leadership team we have 82% male and 18% female.

Pay quartiles are calculated by ranking employees from highest to lowest paid, dividing this into four quarters, and working out the percentage of men and women in each quarter. Figures for 2020 remain largely in line with the previous year.

More employees overall received a bonus payment during the reporting year, with the proportion of women almost doubling from 7% to 13%, while men receiving a bonus increased from 15% to 24%.

Activities

For the 2020 reporting year, our aim was to continue to focus on attracting diverse talent into what remains a male-dominated industry, and we ensured our recruitment campaigns supported this approach by developing marketing materials appropriately tailored to attract a wider talent pool.

We set out to create career mapping and development plans to support our future planning, to help retain our talent and increase the number of women in senior leadership roles. There were 64 internal promotions overall of which 26 went to female employees one of which included a promotion to Leadership Team level.

We continued to review recruitment and retention strategies to ensure we focus on attracting the best talent in key areas, and successfully appointed a second female to the Executive Team, as well as offering one of two traineeships to a female applicant.

Outside of the business, Pilgrim's UK continues to play an active role in participating in industry events and initiative to build awareness of roles and opportunities available to women, including participation in the IGD and the annual Women in Meat Awards, as well as ensuring balanced representation in other industry awards events, and we were delighted that one of our rising stars, engineer apprentice Stephanie Williams, was named Apprentice of the Year in the Food Manufacture Excellence Awards.





Looking ahead

Our proactivity around succession planning and internal promotions will continue to support the progression of individuals into senior opportunities as they become available, reinforcing our focus on inclusivity and retaining core skills.

We will review our Leadership Team structure creating new opportunities for our internal talent pool, carry out a career mapping to identify our top talent and help grow the number of women in senior leadership roles. We will partner with Encompas offering Level 3 and Level 5 Leadership Development opportunities, strengthening skills to support internal progression into leadership roles.

We will increase our operational traineeships where we hope to attract at least 50% woman and 50% men and will continue to advertise our roles internally and consider our internal talent pool for all vacancies.

We will enhance our on-going support of the Meat Business Women initiative by becoming a strategic partner, participating in regular master classes and will make a social mobility pledge to ensure our KPIs support a diverse talent pool.

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

Rachel Baldwin
VP – HR, Pilgrim's UK