



GENDER PAY GAP REPORT

2021

Pay

Pay Gap

Mean: 10%

Median: 5%

UK National

Mean: 15%

Median: 16%

Bonus

Mean: 64%

Median: 14%

Percentage receiving bonus

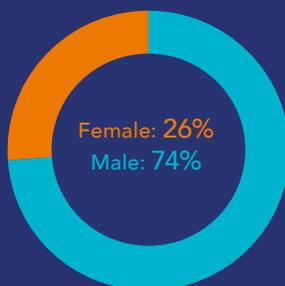
Female:



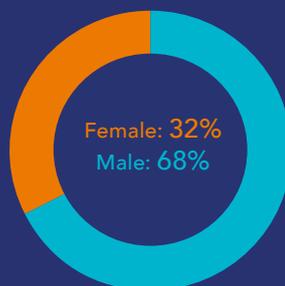
Male:



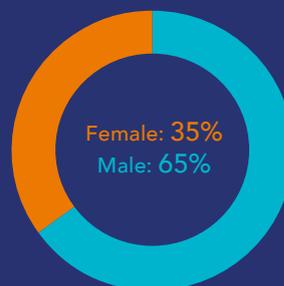
Quartiles



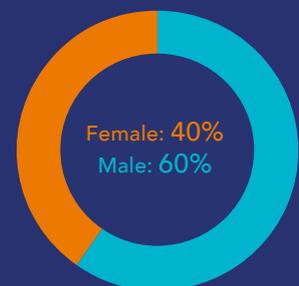
Lower



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.



2021 results for Pilgrim's UK

The average pay gap within Pilgrim's UK for 2021 has reduced from 10% to 9.6% and we continue to remain lower than national average and 5% lower than the industry average of 14.6%.

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%). In addition, in our leadership is made up of 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. The % of male employees who received a bonus payment during the reporting year has remained very similar to 2020. Last year our % of females receiving a bonus doubled and we are pleased that this year's report shows an increase rising from 13% to 14.6% demonstrating our commitment in this area, while men remained the same at 24%.

Activities

For the 2021 reporting year, we continued with our aim 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 continued with our 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.

Our internal promotions increased to 261 of which 105 promotions were offered to female employees significantly increasing from last year demonstrating our focus is paying dividend along with our encouragement of female employees to apply for.

We continued to review recruitment and retention strategies to ensure we focus on attracting the best talent in key areas. Our Executive Team consists of two females which is an increase on past years. Outside of the business, Pilgrim's UK continues to play an active role in participating in industry events such as a diversity and inclusion event held by GroceryAid. We became a strategic partner of Meat Business Women participating in many masterclasses, the yearly Meat Business Women conference and other exciting initiatives including the #shelookslikeme campaign. As well as this we also sponsored the Women in Meat Awards, also aimed at building awareness of roles and opportunities available to women in meat manufacturing, as well as ensuring balanced representation in other industry awards events.





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 partner with Encompass offering Level 3 and Level 5 Leadership Development opportunities, strengthening skills to support internal progression into leadership roles. Due to covid our aim to increase our operational traineeships were placed on hold but we will ensure our plans are put in place in 2022 where we aim to have 50% male and 50% female.

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