

Pilgrim's UK Gender Pay Gap Report 2022



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Pay

Pay Gap

Mean: 9%

Median: 6%

UK National

Mean: 14%

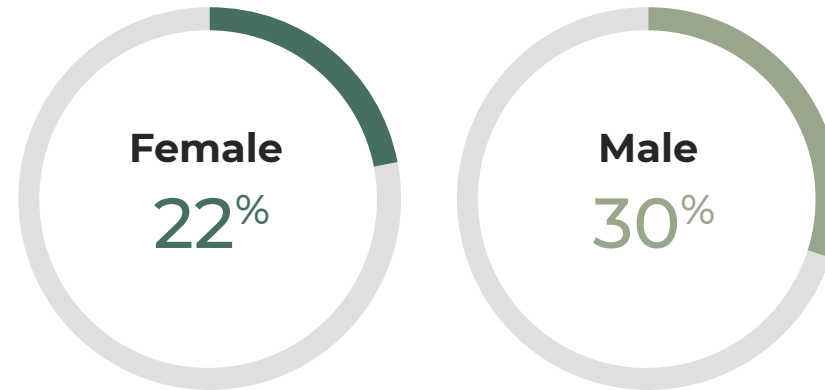
Median: 14%

Bonus

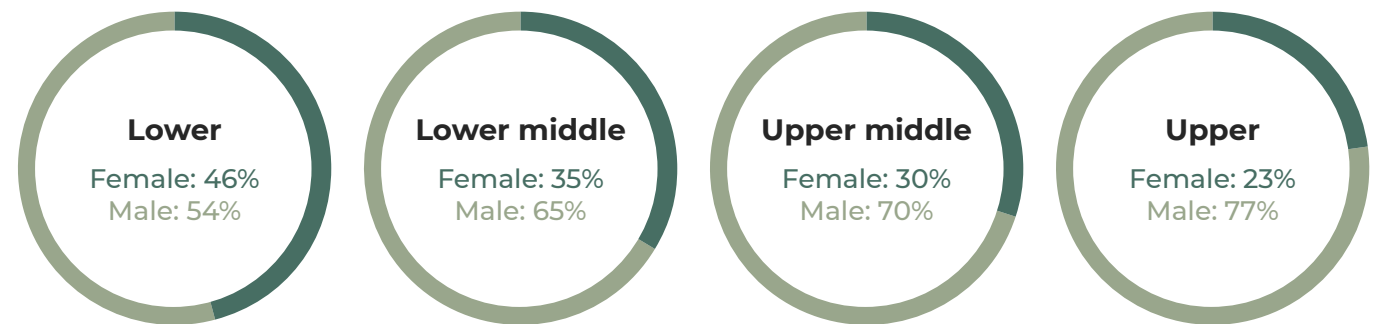
Mean: 64%

Median: 64%

Percentage receiving bonus



Quartiles



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.

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. Instead, it shows the difference in the average earnings of men and women across an entire organisation, regardless of the nature of their work or level.

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. 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 women compared to the hourly rate of pay for the middle men.



2022 results for Pilgrim's UK

Overall, there has been a positive improvement in the average pay gap for Pilgrim's UK, which has seen a reduction from 10% in 2021 to 9% in 2022. We continue to remain lower than the UK average of 15%, which has remained unchanged compared to the previous year, as well as the industry average of 16%.

The gender split in the business has become slightly more balanced, with the total workforce made up of 3318 men and 1738 women, which represents a 66% vs 34% split, compared to 68% men and 32% women in the previous reporting year. The Pilgrim's UK Executive Team is made up of 82% males and 18% females, which is the same as the previous year.

More employees overall received bonus pay during this reporting year than the last, with 30.4% of men and 22.2% of women benefiting, compared to 24.5% of men and 14.6% of women during the previous year. This means that as well as more women receiving bonus pay than the previous year, the proportion of women receiving bonus pay compared to men also improved.



Activities

For the 2022 reporting year, Pilgrim's UK continued to proactively promote an activity programme with the aim of raising awareness of opportunities, and support for, women in the agriculture and food manufacturing industry.

We have progressed with our aim of attracting diverse talent into what remains a male-dominated industry, and we developed recruitment campaigns appropriately tailored to attract a wider talent pool.

We have 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.

Looking at learning and development opportunities, we launched our Level 3 and Level 5 Leadership Qualifications in 2022, with female participation making up 46% and 40% of total attendance, respectively. In addition, we made 247 internal promotions during the reporting year, of which 115 were offered to female employees, increasing the amount and proportion compared with last year.

Pilgrim's UK continues to play an active role in industry events, becoming a major partner in Diversity & Inclusion in Grocery, as part of accelerating and widening the focus on our Diversity & Inclusion Strategy.

We maintained our role as a strategic partner of Meat Business Women, participating in various masterclasses, the yearly Meat Business Women conference, and other exciting initiatives including the #shelookslikeme campaign.

We also continued our sponsorship of the Women in Meat Awards, which also aims to build awareness of and celebrate the contribution of women to the meat manufacturing industry, as well as an active participant, with four finalists across three categories, including winning the Meat Businesswoman Award – Manufacturing/Processing.



Leading the charge for a sustainable future

It has been well-documented that, during this reporting period, our industry has faced the type of challenges it has never faced before – often described as a ‘perfect storm’. Huge increases in cost of production, labour shortages, backlogs of animals at farm and the aftereffects of a global pandemic are some, but by no means all, of the headwinds we have been facing into.

Against this backdrop, we have been leading the charge for a sustainable future - not just for our own organisation but the entire UK pig production sector. As the UK’s leading higher welfare pig producer and processor of quality pork, lamb and non-meat products, we take our responsibilities to British consumers, farmers, retailers, suppliers, and of course our own people, extremely seriously.

In fact, our people are critical to ensuring a sustainable future and this is clearly set out in our company vision – to be the best and most respected company in our industry, creating the opportunity for a better future for our team members. This means all of our team members, and I am encouraged that, despite all of the challenges we have and continue to face, we are able to report another year of having made positive progress in addressing the overall gender pay gap within our organisation.

As well as continuing to close the gap, we have also seen a greater proportion of women in the higher pay quartile, more women receiving bonus pay, and women making up a greater proportion of those who receive bonus pay. These are all encouraging steps.

However, they are small steps. It is not enough for us to be better than the national average or even the industry average. The data underlines the need to continue to address gender disparities when it comes to pay.

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. However, our industry remains very male dominated, which is reflected in our overall population, which is around two-thirds male and one third female.

If we are to truly eradicate the gender pay gap, we need to be attracting and retaining more women at every level of the business. This is why we will be driving diversity and inclusion even deeper into the business over the coming years and I am very exciting about some of the plans we have in place.

So, while we will take encouragement from our continuous improvement approach to gender pay, equality and equity within the workplace, we will certainly not be resting on our laurels.

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



Rachel Baldwin
Vice President – Human Resources

