

UK Gender Pay Gap Report 2023



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Our ethos

At Lantmännen Unibake, our staff are our most important ingredient. We value every colleague's unique contribution and strive to provide better work and working lives for our entire workforce, including fair and equitable pay for each colleague's work.

We welcome and support the opportunity to share our pay gap reporting. We are committed to fostering a work environment which supports diversity, equity, inclusion and fair remuneration for all.

While gender pay gap reporting has been a legal requirement since 2017, our intention is that, in time, we will exceed expectation, cultivating equal opportunity, fairness and promoting the power of all generations.

We are committed to providing all colleagues with meaningful roles, to strengthening pay structures, benefits and incentives.

We acknowledge our achievements to date, while highlighting our further commitments, in seeking gender parity and inclusion across our business.

We are also committed to the communities we touch and seek to lead the industry in providing tasty bakery products which contribute to better climate and better health.

We report on the following, annually:

- Mean and median gender pay gap in hourly pay staff
- Mean and median bonus gender pay gap
- Proportion of males and females who receive a bonus
- Distribution of males and females across pay quartiles

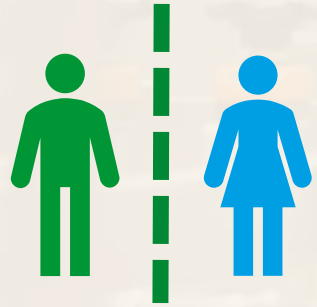
Mean vs. median

Gender Pay Gap reporting requires the median and mean to be reported. These illustrate different aspects of the distribution of pay across an organisation.

- Calculating the median salary, involves taking all salaries in an organisation, and lining them up in order from lowest to highest, then identifying the middle-most salary.
- The mean is the overall average of the whole employee sample and can therefore be subject to the influences of any extremely high or low salaries at the top or bottom of the sample. The mean is therefore more subject to being skewed by a small number of outliers.

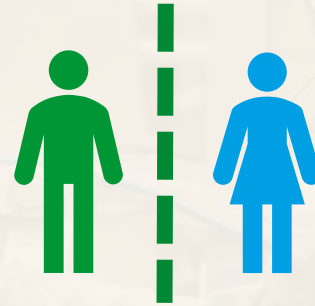


Why equal pay and the gender pay gap are not the same



Equal pay

...means a male and female employee performing the same work, at the same level, in the same organisation receiving the same pay.



The gender pay gap

...highlights the difference between the earnings for male and female employees across the same organisation.



National average

Data suggests that nationally, in the UK, a key reason for the gender pay gap, is that males are more likely to hold senior positions.

The UK national mean gender pay gap is 7.7% in 2023*

*Office of National Statistics 2023



Lantmännen Unibake UK

On the day our gender pay 'snapshot' was taken, our workforce comprised of 74% male and 26% female.

This gender split is typical of the UK food manufacturing sector.

*5th April 2023



Our results, based on hourly rates

Gender pay gap based on hourly rates (5 April 2023)

6.4%

This figure indicates the **mean** (average) hourly pay of women is 6.4% less than men.

-27.9%

This figure indicates that **median** (mid-point) hourly pay for women is 27.9% more than for men.

What does our data tell us?

Analysis of our data tells us that our average gender pay gap differs from the current UK national average.

Our mean gender pay gap is 6.4%, a slight increase when compared with our 2022 figure. This figure remains lower than the UK average of 7.7% as demonstrated by the [Office for National Statistics](#).

Our median hourly pay rate of male vs female employees shows that there is a difference of -27.9% between the mid-point hourly pay rates. This demonstrates that female hourly pay rate at the mid-point is -27.9% higher than that of male counterparts. This reflects national trends within our industry, which sees a larger proportion of males than females in bakery operative roles.

We continue to be committed to reaching parity in the balance of male and female employees in our more senior roles, to ensure our leadership and management teams are truly reflective of our local communities.



Our results - bonuses

**Mean
bonus gap**

-58%

**Median
bonus gap**

-1.1%

Proportion of employees receiving a bonus:

Total female 168 – bonus paid to 18

Total male 466 – bonus paid to 59

The number of employees receiving a bonus decreased in 2023, due to bonuses paid in 2022 now being incorporated into bakery staff hourly rates.

Bonus gender pay gap

These figures illustrate the mean (average) and median (mid-point) bonus pay gap.

Mean – the mean, average of the bonus pay gap is -58%. This means that on average females were paid higher bonuses than males. A greater number of our male bakery colleagues received a long service-related bonus, compared to the female colleagues which reduced the male average.

Median – the median, or mid-point of the bonus pay gap is -1.1%. This means there is little difference between male and female bonus pay at the mid-point of the scale.

All employees are eligible for at least one of the following;

- performance based bonus
- long service bonus



12.6%

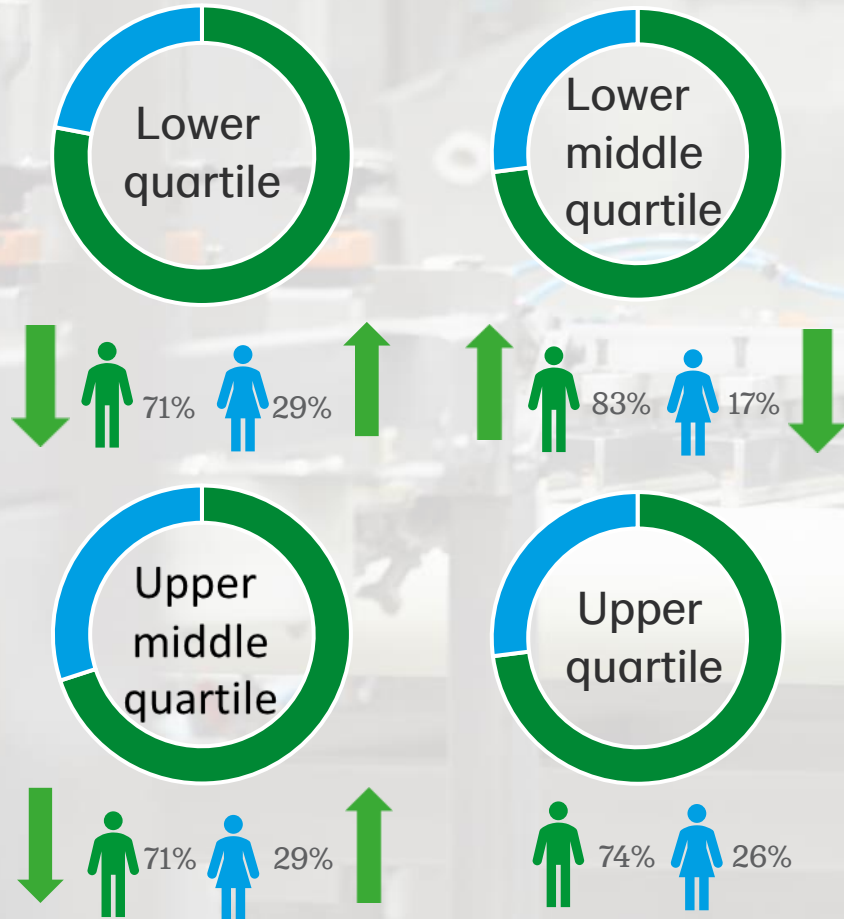


10.7%

Proportion of males and females in receipt of a bonus in 2023



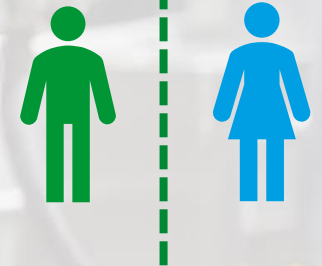
Our results – as quartiles



What does the data tell us?

There is a significantly greater proportion of male employees across all levels of our UK business, which is typical of the UK food manufacturing sector in which we operate.

Within the lower middle and upper middle quartiles however, the proportion of female employees is increasing, when compared to prior data, demonstrating that we are furthering our intention to increase the number of females employed within our business.



Quartiles represent the pay rates from the lowest to the highest for our employees, split into four equal sized groups. These graphs show the percentage of men and women in each quartile.



Our commitment to further action

Diversity is incredibly important to us at Lantmännen Unibake UK, and we are proud of our continued commitment, embracing diversity throughout our business. We have long been committed to equal opportunities and continue to make gender irrelevant in our decisions on recruitment and pay. We remunerate and reward our people based on performance and contribution, regardless of gender.

Linking to the 'Baking for a Better World' mission within our global business, here in the UK, during 2024 we plan to review and progress all aspects of our approach to equity, diversity and inclusion.

Examples of this activity, include:

Recruitment practices: gender balanced selection processes, monitoring gender of applicants, working with recruitment partners to ensure gender balanced shortlists for roles.

Contractual arrangements: reviewing the attractiveness of our family friendly policies, which include enhanced maternity / paternity pay, shared parental leave, carers policy and our support for flexible and part-time working. We will also continue to review the position of female's salaries in relation to both market data and internal benchmarking.

Developmental opportunities: ensuring we advertise all vacancies up to senior management level internally, monitor talent movements and enable access to development programmes regardless of gender.

Declaration

We hereby confirm that the information and data set out in this report, as required under the Equality Act 2010, Regulations 2017, is accurate.



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