

Allied Bakeries & Speedibake

Our Inclusive Business

Allied Bakeries and Speedibake sit within ABF's Grocery Group and together they form part of ABF Grain Products Ltd. Previously, both organisations have submitted individual Gender Pay results, however, effective from 2022, the results will be reported together.

A strong workforce - achieved through the recruitment, development, reward and retention of the right people in the right roles - is a vital part of how we operate. Our vision for that workforce is to create an environment where they can bring their whole self to work, and can realise their potential without barriers. Our Inclusion & Diversity (I&D) taskforce is responsible for creating a strategy to deliver on this vision and now into the second of our three-year I&D plan, our focus has been on engaging colleagues across the businesses with the I&D agenda.

- In November we shared our well-received I&D film, from which we've subsequently told a number of spin-off stories of the individuals featured;
- We have celebrated festivals and awareness days from **Pride** to **Eid** to **Mental Health Awareness Week**. We launched the I&D SharePoint Hub, a one-stop-shop for all of our I&D comms;
- Community-wise, we brought together **115** women and line managers for **4** menopause awareness events, and over **100** men for **3** prostate cancer education sessions - part of our focus for Men's Health Week in June.
- Following Covid, and now with the cost-of-living crisis, we recognise the need to support colleagues' mental health and emotional wellbeing, letting them know ours is a safe workplace for them to be themselves. As well as continuing to invest in our c50 mental health first aiders across the sites, we communicated the employee assistance programme across the businesses with the strapline: '*How are you? It's OK to not be OK*'. As a result of this ongoing focus, **88%** of calls to the Employee Assistance Programme (EAP) have been requests for talking therapy.

What is the Gender Pay Gap?

The gender pay gap is the difference between the average hourly pay of men and women. Various factors influence the gap such as the types of role women undertake and the demographics of the people in the company. This gender pay gap is different from equal pay, equal pay is where men and women are not paid different rates of pay for performing the same or similar role.

Definitions

The mean pay gap is the difference between average hourly earnings of men and women

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes each person's pay and lines them up in order from lowest to highest and compares the pay at the midpoint.

Data

Our population is made up as follows

| | Allied Bakeries | Speedibake | Total | % |
|-------|-----------------|------------|-------|-------|
| Men | 2224 | 246 | 2470 | 83.6% |
| Women | 412 | 72 | 484 | 16.4% |
| Total | 2636 | 318 | 2954 | |

Due to company restructures in male-dominated manufacturing teams, we have seen a downturn in the number of men vs women.

Pay

Mean - The mean gender pay gap is the difference between the average hourly earnings of men and women

Median - The median pay gap is the difference between midpoints in the range of hourly pay for men and women, it takes each person's pay, lines them up from lowest to highest, then compares the pay at the midpoint.



Mean Gender Pay Gap is -6.9% - the mean figure shows that the average hourly earnings of women are 6.9% higher than for men, this is reflective of the fact that our front line roles which are generally lower paid are predominantly carried out by men.



Median Gender Pay Gap is 5.3% - at the mid point, women's pay is 94.7% of that of men.

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Mean Bonus Pay **-13.5%**

Median Bonus Pay **-428.6%**

% Employees Receiving a Bonus **Male 10.7%** **Female 20%**

Overall a higher percentage of women received a bonus than men; our bonus number is made up of loyal service awards and recruitment bonuses as well as a company incentive plan. The figure is driven by the higher number of men in the business who have received the loyal service or recruitment bonus which is of a lower value than the incentive plan and drives the median bonus pay gap.

Pay Quartiles

% of Employees in each pay quartile

| | Male | Female |
|-----------------------|-------------|---------------|
| Upper Quartile | 80.5% | 19.5% |
| Upper Middle Quartile | 91.5% | 8.5% |
| Lower Middle Quartile | 85.6% | 14.4% |
| Lower Quartile | 76.8% | 23.2% |

To view the full ABF Grain Products Ltd published statement, please follow this link <https://www.abf.co.uk/abf-grain-products-ltd-gender-pay-gap-report-2022>

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