

SPEEDIBAKE.

PASSIONATE ABOUT BAKING

Gender Pay Gap Report April 2021



Gender Pay Gap Report

At Speedibake, we are committed to the recruitment and development of talent that reflects the rich diversity of the society we live in, we strive to provide an environment in which everyone who works here can thrive and access opportunities equally.

We believe in making sure we have the right people, in the right roles, and that they are rewarded for the skills and contribution they make. To do this we continually look at the way we operate to ensure that we can make working at Speedibake an option for everyone, that people can bring their whole selves to work, and are able to maximise their potential regardless of gender, economic background, sexual orientation, age, ethnicity or any other characteristics.

We remain committed to our Diversity & Inclusion programme, continuing to upskill our hiring managers and support the women in our business to develop. Whilst striving to maintain and foster a value driven culture with an inclusive environment.

What is the Gender Pay Gap?

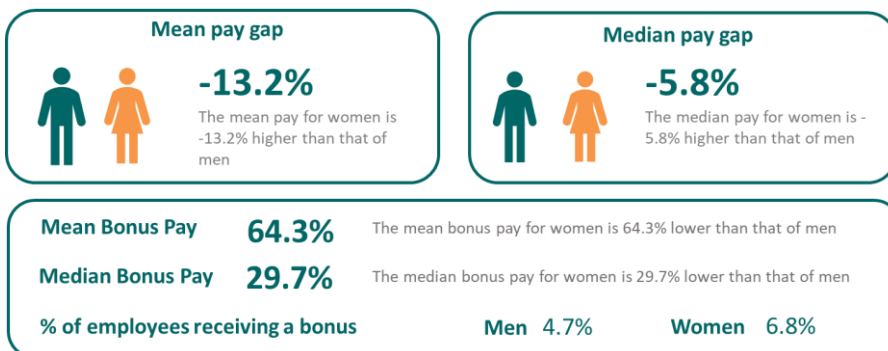
The gender pay gap is the difference between the average hourly pay of men and women. Various factors influence the gap such as the types of role women undertake and the demographics of the people in the company. This gender pay gap is different from equal pay, equal pay is where men and women are not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

Mean - The mean gender pay gap is the difference between the average pay of men and women in a company.

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.

Our Results

Our results, outlined below, are accurate and show both the mean and median differential pay between genders at Speedibake as on 5th April 2021.



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% of Employees in each pay quartile	Men	Women
Upper Quartile	59.5%	40.5%
Upper Middle Quartile	84.5%	15.8%
Lower Middle Quartile	96.5%	3.5%
Lower Quartile	60.2%	39.8%

This year we have seen an increase in our mean and median gender pay gap figures in the difference of the average pay of our female employees compared to that of our male employees. We have had significant structural changes within this period which has driven a shift in the female to male ratio within the higher and lower earner categories. Subsequently there has been a reduction of males within the higher earner’s category with the removal of some senior roles.

We have also seen some successful internal progression for women, where their role has substantially changed taking on more responsibilities and therefore attracting a higher salary than in the previous year.

Our mean and median bonus pay gap is driven by the fact that only a small number of senior roles in our business receive a bonus. The higher earners within those roles are male and this drives a higher value of bonus payments made.

Our business is broadly gender balanced, going forward we will continue to embrace Diversity in our business and to provide a management culture where talent and contribution are consistently and equally recognised.

Rob Turpin
Commercial General Manager

Carl Hampson
Operational General Manager

Speedibake is a division of ABF Grain Products Ltd

Please find below the link to the Gender Pay Gap report for ABF Grain Products Ltd

<https://www.abf.co.uk/abf-grain-products-ltd-gender-pay-gap-report-2019>

Commented [OB1]: Link to be updated once available



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