



Our 2017 Gender Pay Gap Report



2017 Gender Pay Gap Report

Introduction

For the first time, this year all large UK companies employing 250 people or more are required to report on their gender pay gap.

As a significant employer and one of the UK's biggest food manufacturers, here at Premier Foods we welcome this step. We believe that it is important for all companies to be transparent about pay, and that by doing this, progress will be made in bridging the pay gap that exists in the UK today.

This gap shows that across the UK, average hourly earnings are 18.1% lower for women than men. In our business we're pleased that our gap is less than this and we believe that our approach to recruitment, development and pay has helped us to achieve this.

However, we are not complacent and there is more work to do. As an organisation, we are always looking to improve and we want our gender pay gap to be lower than it is. You can be sure that over the coming years we'll continue to do the right things to address this.

Our workforce

To help explain the data, it is important to understand a little bit about Premier Foods. You may know our Mr Kipling brand has been making exceedingly good cakes since 1967; that Ambrosia Rice Pudding celebrates its 100-year birthday in 2017; and that around 1.2 billion meals are eaten in the UK each year using Bisto gravy.

What you won't necessarily know is that, as a food manufacturing business, more than 80% of the people we employ (our colleagues) work in our factories, where the balance of the workforce is male (67:33). This means our gender balance is uneven and because people don't leave us very often, it takes time to address this.

The picture is different in our office environments. Here the balance is even at 50:50, largely because these types of working environments tend to attract both men and women. We currently have 36% of senior management roles filled by women, a number that has steadily improved in recent years.

The data

We pride ourselves on being an open organisation and when deciding how to publish our gender pay gap data, we took the decision to be completely transparent. We feel it is the only way to be. So what you will see is three sets of data. The first set of data relates to the entire organisation. This comprises all five entities that make up Premier Foods. The second and third sets of data relate to the entities that we have to statutorily report, as they employ 250 or more colleagues.

Although we don't have to publish data for all entities grouped together, we have taken the decision to do so. We believe this is the most accurate internal and external measure of an organisation's gender pay gap.

I can confirm our data is accurate.



A handwritten signature in black ink that reads "David Wilkinson".

David Wilkinson
HR and Communications Director
December 2017



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Premier Foods overall figures

Gender pay gap

Mean
14.6%

Median
9.8%

Gender bonus gap

Mean
40.1%

Median
-15.7%

Proportion of men and women who received a bonus

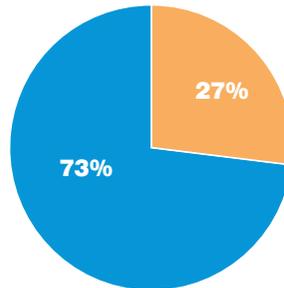
31.3%

20.6%

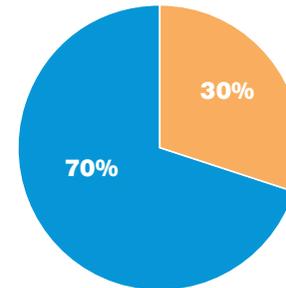


Quartile bands

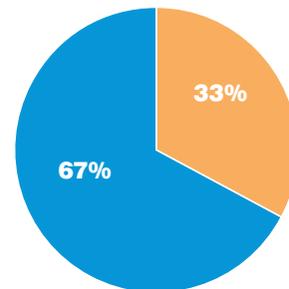
Upper quartile



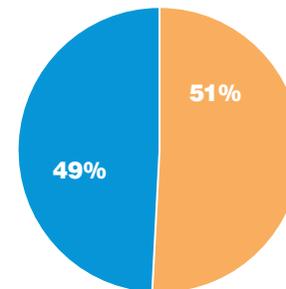
Upper middle



Lower middle



Lower quartile



Male Female

The data illustrates our mean and median hourly gender pay gap, at the snapshot date of 5th April 2017. Although there is clearly a gap, we're below the UK average and can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience.

Our gender bonus gap is primarily driven by having more men than women on our leadership team, and these colleagues attract a higher level of bonus. However, at a median level the gap reverses and our female colleagues earn 15.7% more than their male counterparts. In Premier Foods around 11% of colleagues take part in a bonus scheme.





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Premier Foods Group Ltd

Gender pay gap

Mean
10.0%

Median
12.2%

Gender bonus gap

Mean
14.1%

Median
-7.1%

Proportion of men and women who received a bonus

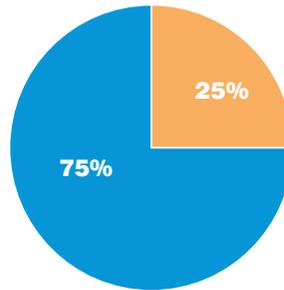
32.5%

19.5%

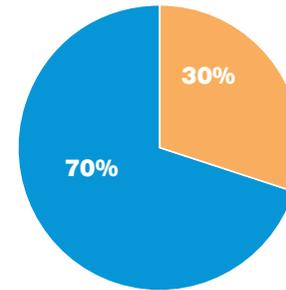


Quartile bands

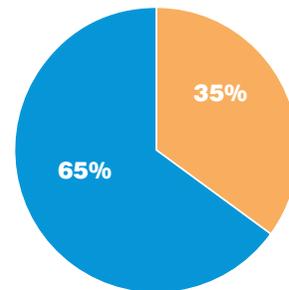
Upper quartile



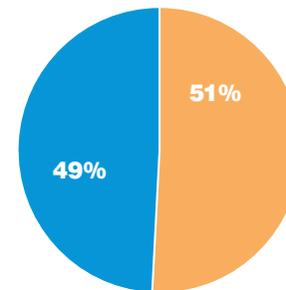
Upper middle



Lower middle



Lower quartile



Male Female

Premier Foods Group Ltd is the largest entity in the organisation (employing around 85% of the Group's colleagues) and as a result, the gender pay profile is very similar to that of the overall Group. The gaps in mean pay and bonus are lower than for the overall Group because this entity has proportionately fewer highly-paid senior managers than some of the other entities.





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Knighton Foods

Gender pay gap

Mean
21.1%

Median
2.1%

Gender bonus gap

Mean
100%

Median
100%

Proportion of men and women who received a bonus

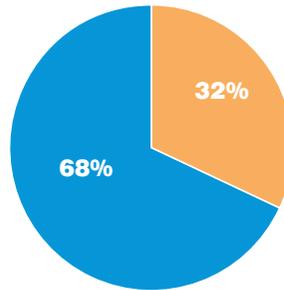
6%

0%

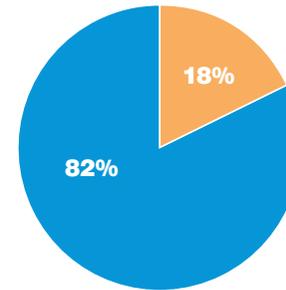


Quartile bands

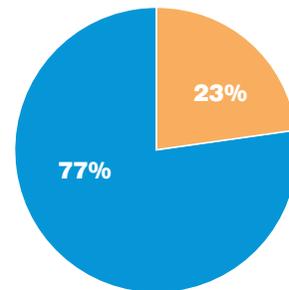
Upper quartile



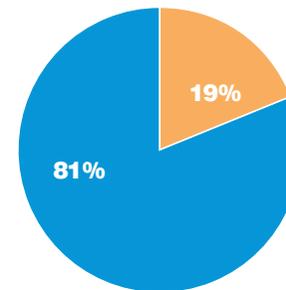
Upper middle



Lower middle



Lower quartile



■ Male ■ Female



Knighton Foods

Our Knighton Foods entity consists of two manufacturing sites. The business is predominantly male (77%) with a small number of male colleagues qualifying for a bonus payment, which results in a large bonus gap. It is worth noting that at Knighton Foods, although a pay gap exists that is larger than we would like, we have the highest proportion of female colleagues in the top pay quartile, which should mean that over time this gap will start to reduce.