



# Gender Pay Gap reporting 2024

Our Gender Pay results for this year show overall good progress against some of the key areas that we are required to report against. I would highlight in particular a significant reduction in both our mean and median hourly gender pay gaps since we started reporting the data in 2017, as well as a consistent increase in the number of female colleagues in the upper pay quartiles, over the same period.

We have achieved this with a clear and focussed Inclusion and Diversity strategy. Through a programme of education, awareness raising, and development as well as regular reporting, colleagues, managers and leaders have an improved understanding of the importance of a diverse workforce and inclusive workplace. They now make better decisions that help to create a more balanced business with an increased number of women in senior roles, which has a direct impact on the Gender Pay results.







Our bonus gap remains higher than we would like, but this is a more stubborn measure to change due to historic long-term incentives being included in this calculation. We will continue to work on this but as I have previously mentioned, progress will be slower on bonus than pay.

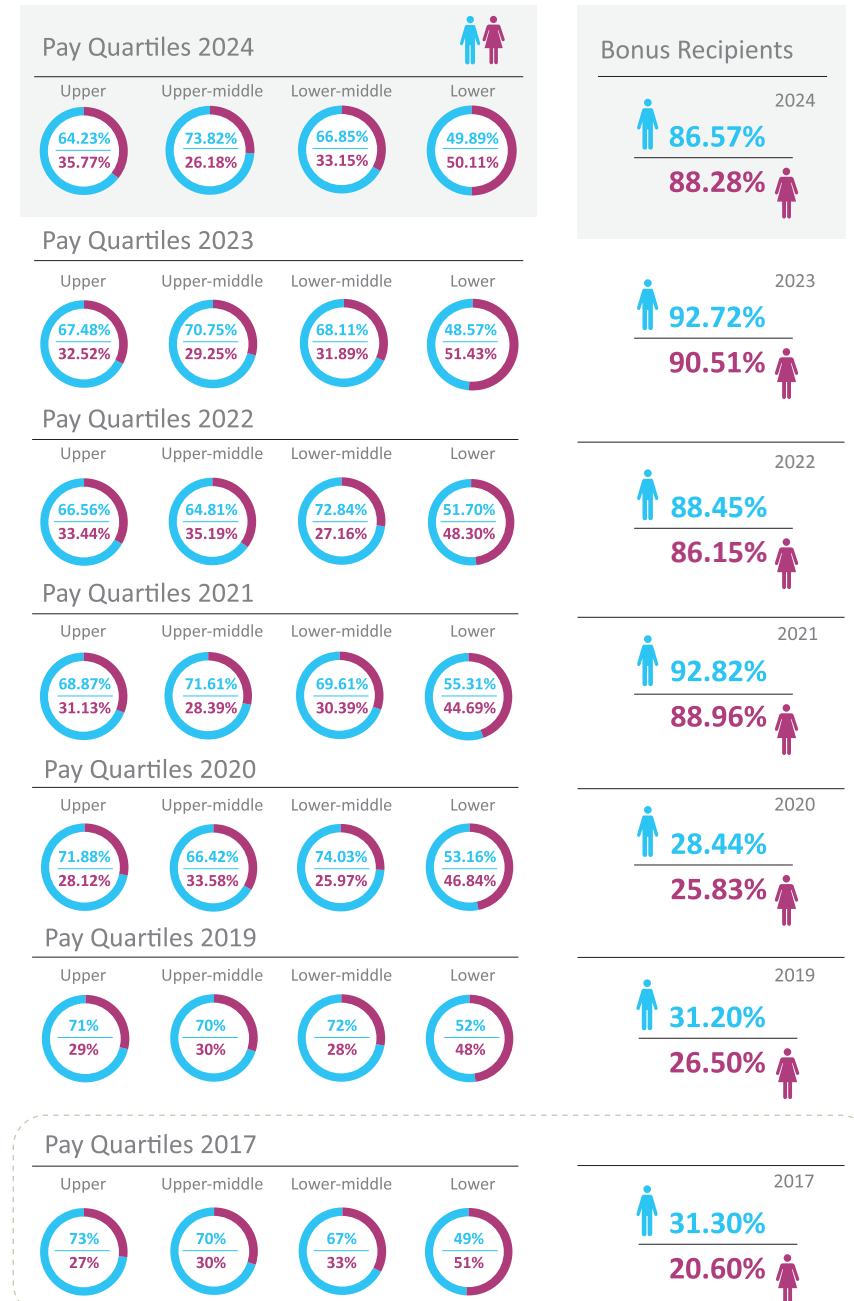
I look forward to being able to report in future years on further progress as our I&D agenda becomes even further embedded. We remain a business fully committed to creating an environment where everyone is welcome and free to be themselves.

A handwritten signature in white ink, appearing to read "David Wilkinson".









David Wilkinson  
Human Resources Director

Headcount*	2017	2019	2020	2021	2022	2023	2024
 Relevant colleagues	4,011	4,182	4,074	4,314	4,258	4,044	4,004
 Full-pay relevant colleagues	3,815	3,428	3,298	3,394	3,890	3,788	3,727
<b>Hourly Pay Gap</b>							
 Mean gender pay gap	14.60%	6.40%	8.37%	6.82%	5.62%	6.90%	3.95%
 Median gender pay gap	9.80%	5.15%	4.94%	5.22%	4.00%	5.27%	5.74%
<b>Bonus Pay Gap</b>							
 Mean gender pay gap	40.10%	25.22%	37.81%	13.63%	40.47%	29.26%	40.29%
 Median gender pay gap	-15.70%	-5.85%	17.66%	17.05%	9.09%	0.00%	5.66%

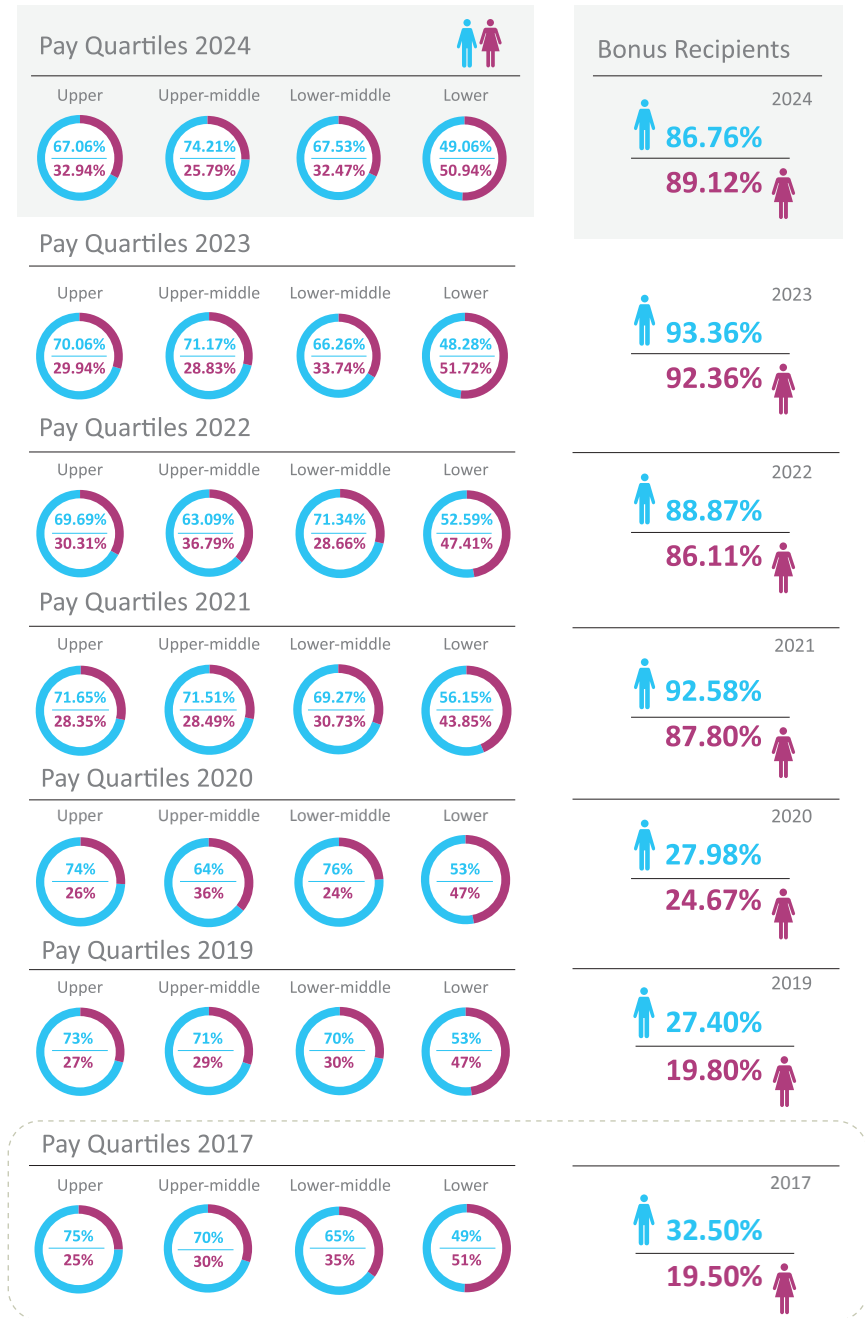






\*As of 5th April.

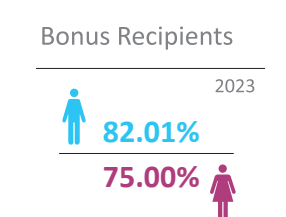
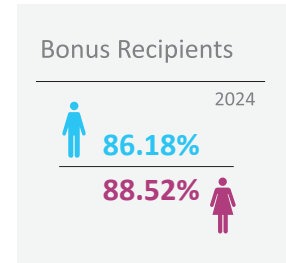
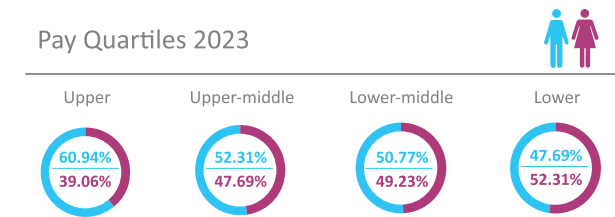
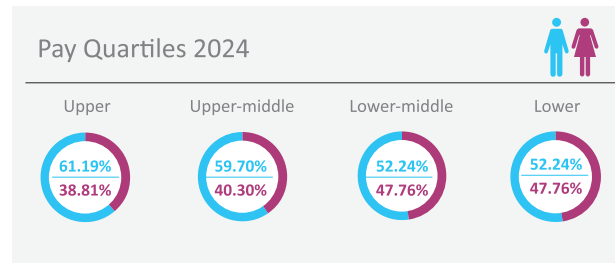
Headcount*	2017	2019	2020	2021	2022	2023	2024
 Relevant colleagues	3,464	3,618	3,533	3,711	3,721	3,470	3,684
 Full-pay relevant colleagues	3,273	2,888	2,778	2,864	3,392	3,261	3,413
<b>Hourly Pay Gap</b>							
 Mean gender pay gap	10.00%	8.30%	9.13%	7.02%	6.27%	7.84%	5.33%
 Median gender pay gap	12.20%	6.40%	4.39%	7.03%	5.32%	6.97%	7.04%
<b>Bonus Pay Gap</b>							
 Mean gender pay gap	14.10%	-2.89%	24.75%	13.63%	29.63%	24.66%	30.34%
 Median gender pay gap	-7.10%	-4.63%	47.87%	17.05%	9.09%	0.00%	3.85%

\*As of 5th April.

# Premier Foods Group Ltd



Headcount*		2023	2024
	Relevant colleagues	263	274
	Full-pay relevant colleagues	259	268
Hourly Pay Gap			
	Mean gender pay gap	14.66%	6.08%
	Median gender pay gap	11.78%	11.35%
Bonus Pay Gap			
	Mean gender pay gap	36.38%	42.09%
	Median gender pay gap	15.14%	73.50%



\*As of 5th April. \*\*2023 marked the first year we reported on Premier Foods Group Services due to the colleagues in this entity reaching 250+.