



# Gender Pay Gap Report 2017



# Foreword

2017 has been an exciting year for McCain as we announced a new global CEO as well as significant investment into our operations in Great Britain. This investment presents opportunities that span our entire supply chain and importantly our employees.

At McCain we know that our business is enhanced when our workforce represents the diversity of our customers, consumers, suppliers and communities. We therefore welcome the introduction of 'Gender Pay' reporting and acknowledge the need for progress in bridging the gap that exists today.

For McCain, our first report shows that whilst our gender pay gap is better than the national average, we still have improvements to make.

We are committed to building a diverse and inclusive workforce and a number of actions have been and will continue to be taken to promote gender equality in our business. These initiatives include gender based training programmes, enhanced flexible working policies and using talent management programmes to develop and engage high-potential females for senior roles.

This is the start of our journey and our leadership team at McCain is committed to further developing an environment where all employees can flourish, regardless of gender.



**Richard Smelt**

Human Resources Director, McCain Foods (GB) Ltd



# Calculating the Gender Pay Gap

The UK Government's new Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis.

McCain Foods (GB) Ltd employs over 1,600 people across Great Britain, and in this report we share a range of statistics that help to explain our gender pay gap. This report details our April 2017 results.

## THE DIFFERENCE BETWEEN THE GENDER PAY GAP AND EQUAL PAY

**Equal Pay** is the legal right for men and women to receive the same payment for doing the same or similar jobs, and we have a grading system in place to ensure this. Whereas the **gender pay gap** is the difference in average pay between men and women within an organisation. The key statistics used for this are:

### Mean gender pay gap

The mean gender pay gap is the difference in average hourly pay for women compared to men.

### Median gender pay gap

To find the median gender pay gap, the hourly pay of all men and women within an organisation is ordered from smallest to largest in two separate lists. The hourly pay of the middle woman is then compared to that of the middle man.



# McCain: Our Gender Pay Statistics

In line with the UK government's new Gender Pay Gap regulation, our analysis shows the following:

## Gender pay gap

MEDIAN PAY GAP

**6.7%**

MEAN PAY GAP

**9.2%**

National Mean Pay Gap – 18.1%\*

## Gender bonus pay gap

MEDIAN BONUS PAY GAP

**21.8%**

MEAN BONUS PAY GAP

**71.6%**

## Proportion of men & women receiving a bonus



**45.5%**

of women received a bonus



**26.3%**

of men received a bonus

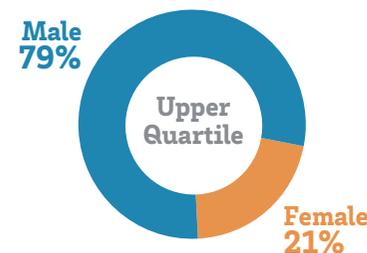
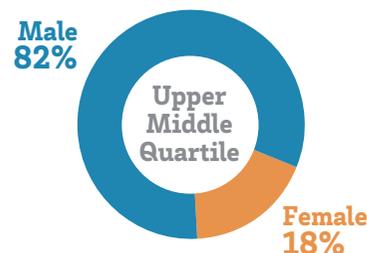
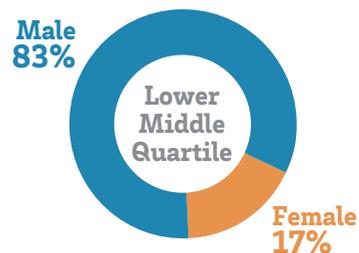
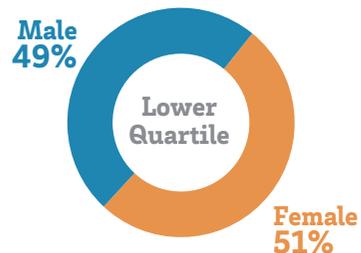
## Understanding our gender pay gap

At McCain Foods (GB) Ltd, the mean gender pay gap is 9.2%, compared to the national average, which was released by the Office for National Statistics, of 18.1%. A key factor in our business which influences both the mean and median gender pay gap is that men currently occupy a higher proportion of senior roles.

It is this factor that also influences our gender bonus pay gap. While a higher proportion of women receive bonus payments, it is the senior roles that tend to attract larger bonuses, and therefore we see a gap in mean and median gender bonus payments. The bonus pay gap is also impacted by the higher proportion of female employees that work part-time.

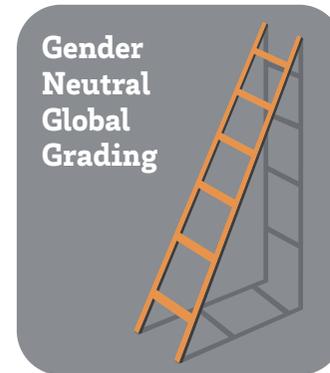
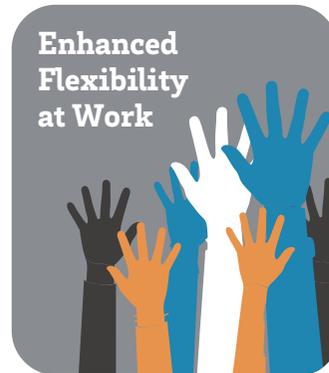
## Proportion of men & women in each pay quartile

Quartiles represent the pay rates from lowest to highest for our employees, split into four equal sized groups. The percentage of men and women in each quartile is shown on the charts below:



# Reducing the Gender Pay Gap

We are committed to reducing our gender pay gap. To promote diversity and inclusion throughout our business, we are working on delivering a number of current and future initiatives.



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## Declaration

I confirm that the information and data reported, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, are accurate.

## Richard Smelt

Human Resources Director, McCain Foods (GB) Ltd

