



Gender Pay Gap Report 2021



2021 *Report*: Foreword

At McCain we are committed to building a welcoming workplace where employees who reflect all aspects of diversity can contribute and thrive. We recognise that diversity within our teams enables the opportunity to draw from different experiences, perspectives and creativity to fuel innovation – ultimately driving a stronger, more resilient business.

Gender balance is an important part of this and gender pay reporting allows us to understand the current picture in our organisation. In this year's report, covering the 12 months up to April 2020, we are seeing again a slight reduction in our gender pay gap, showing that we are making progress over time.

There is more work to do and we have a detailed action plan in place as we continue on our diversity, equity and inclusion journey.



Howard Snape

Regional President, McCain Foods GB & Ireland



Calculating the Gender Pay Gap

The UK Government's 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 and analysis for the April 2020 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 Gender Pay Gap regulation, our 2021 analysis shows the following:

Gender pay gap

MEDIAN PAY GAP

6.1%

MEAN PAY GAP

8.1%

National Median Pay Gap – 15.5%*

Gender bonus pay gap

MEDIAN BONUS PAY GAP

24%

MEAN BONUS PAY GAP

93%

Proportion of men & women receiving a bonus



44%

of **women** received a bonus



31%

of **men** received a bonus

2021 – Understanding our gender pay gap

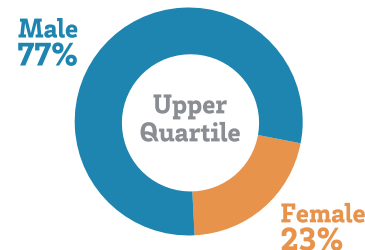
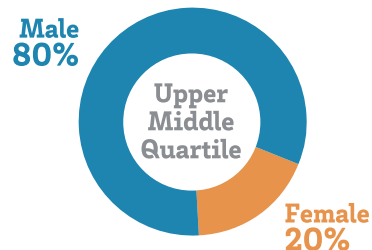
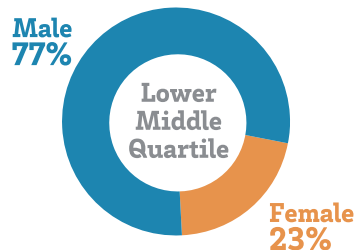
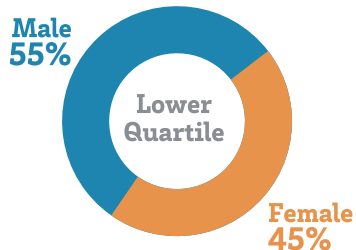
At McCain Foods (GB) Ltd, the mean gender pay gap is **8.1%** and the median gender pay gap is **6.1%**. The median is lower than the national average of **15.5%**, released by the Office of National Statistics.

As reported previously, a key factor in our business, which influences the gender pay gap, is that men occupy a higher proportion of senior roles. The proportion of men and women in senior roles has stayed at very similar levels this year to last year, which is why our gender pay gap is similar year-on-year.

This factor continues to influence our bonus pay gap. Senior roles tend to attract larger bonuses and therefore we see a gap in mean and median bonus payments. The bonus pay gap is also impacted by the higher proportion of female employees that work part-time.

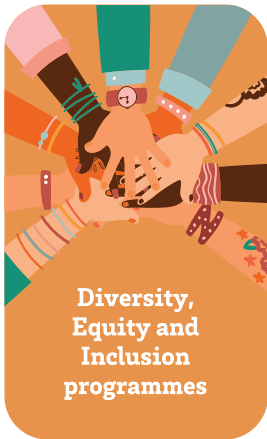
Proportion of men & women in each pay quartile

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

Our aim is to create a diverse, inclusive and equal workforce that recognises the value of different backgrounds, cultures and experiences. We are on a journey and want to continue to build a culture where employees are encouraged to thrive while being their authentic selves, which in turn allows us to perform better as a business. Reducing the gender pay gap is an important part of this and whilst this can take time, we will be increasing our focus on a number of initiatives over the next twelve months:



Diversity,
Equity and
Inclusion
programmes



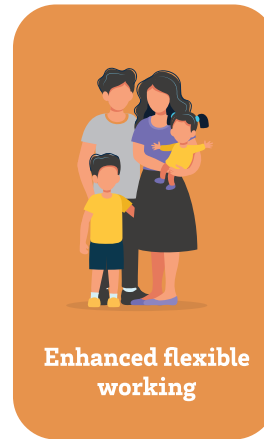
Ensure female
employees can
access all
opportunities to
develop their career
into more
senior roles



Hiring more women
into senior roles –
focusing on
balanced
recruitment
shortlists and
interview panels



Dedicated
development plans
focused on high
potential female
employees



Enhanced flexible
working

Declaration

I confirm that the information and data reported, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2018, are accurate.

Helen Watts

Human Resources Director, McCain Foods (GB) Ltd

