



Gender Pay Gap
Report
2023



Foreword.

As a global business, we are committed to becoming an employer of choice for diverse employees; where leaders, structures and interactions encourage individuals to thrive while being their authentic selves.

An important element within diversity, equity and inclusion is gender pay parity. This report outlines McCain GB's progress within this area, as well as our ongoing work to drive further change. Since our last report, we have reached a broader, more diverse candidate pool in our recruitment by ensuring balanced candidate lists and interview panels. We are also offering great workplace flexibility through our new hybrid practices.

As a business, we are delighted to welcome **Jillian Moffatt** as our first female Regional President for GB & Ireland, effective 1 April 2023. Jillian brings an impressive track record of success over her 15 years with McCain and her pathway to progression provides an excellent demonstration of the opportunities available within our business.

I am proud to share that McCain has recently been recognised by Forbes as one of the World's Top Female-Friendly companies, ranked in the top 25%. This recognition is indicative of the progress we've made as a global business to support women in the workplace. However, we know that our journey must continue - bringing meaningful change takes time and we are committed to creating a more diverse workplace, for everyone.



Bobby Puri.

Interim Regional President,
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 1,300 people across Great Britain, and in this report, we share a range of statistics and analysis as of 5 April 2022.

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 2023 analysis shows the following:

Gender pay gap

MEDIAN PAY GAP
13.6%

National Median Pay Gap – 14.9%*

MEAN PAY GAP
7.2%

Gender bonus pay gap

MEDIAN BONUS PAY GAP
18.8%

MEAN BONUS PAY GAP
36%

Proportion of men & women receiving a bonus

57%
of women received a bonus

57%
of men received a bonus

Understanding our 2023 gender pay gap

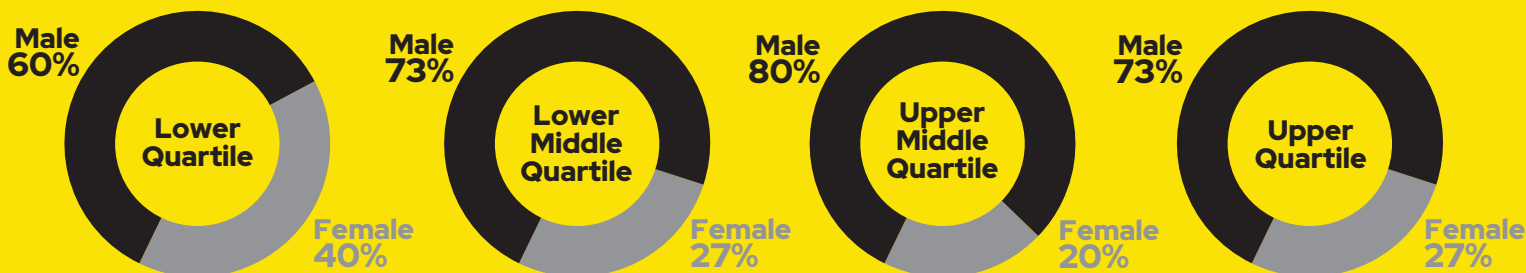
At McCain Foods (GB) Ltd, the mean gender pay gap is **7.2%** and the median gender pay gap is **13.6%**. The median is lower than the national average of **14.9%** released by the Office for National Statistics.

As previously reported, our pay gap continues to be influenced by men occupying a higher proportion of senior roles. We are pleased to see a small reduction in our mean gender pay gap over the last year, **7.2%** down from **8.7%**, together with an upward trend over recent years in the proportion of females in the upper pay quartile.

Our bonus pay gap is also influenced by this factor, as well as there being a higher proportion of female employees in part time roles. Senior roles tend to attract larger bonuses, calculated as a percentage of base pay. However, we have seen an overall improvement in these statistics. We are pleased to report that a new bonus payment has equalised the proportion of men and women receiving one in 2022.

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 continue to prioritise building a diverse, equal and inclusive workforce that recognises the value of different backgrounds, cultures and experiences.

We are committed to creating a culture where employees are encouraged to develop, progress their careers and 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 while it will take time, we are focused on a number of initiatives to support this journey:

'Everyday Inclusion' learning modules have been launched in the last year, starting with our senior people leaders. We are now going deeper into the organisation to continue to embed what inclusion means at McCain.



Supplementing our Inclusion learning, our 'Courageous Leaders' summit is part of a global McCain programme helping leaders to work and lead inclusively.



Our DEI Activation Team has been expanded with new members to broaden the team and their thinking.



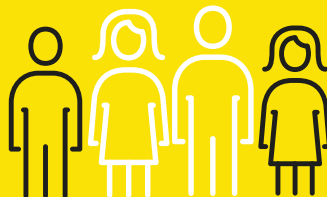
Participation in McCain's global sponsorship programme to support the career progression of high-potential female employees.



Balanced recruitment shortlists and interview panels, as well as offering flexible working is improving our ability to hire women into roles within McCain.



In the last year, we have expanded our Coaching Circles, with both women only groups and mixed-gender groups.



Declaration.

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

Helen Watts

Helen Watts.

VP, Human Resources
McCain Foods (GB) Ltd