# Gender Pay Gap Report 2024

# Foreword.

**As I approach a year in post at McCain GB I am proud to be leading the team that is driving performance and embedding our winning culture at all levels of the business. It's been an exciting and challenging period, and together we have achieved excellent business results while also driving forward our inclusivity agenda.**

I'm very pleased to see in this report that we have made good progress on gender pay parity, with this year's results showing improvements across each statistic.

It is a priority across our business that we create an inclusive and diverse workplace, and an environment where clear and accessible pathways to senior roles exist for women.

We are continuing to closely monitor the target we set ourselves as a global business with respect to the proportion of women in senior grades. Although we know there is more work to do, across manufacturing and senior management we now have more women in roles than ever before.

The progression of my own career within McCain affirms that women really can reach the highest levels of our global business, and that in part is down to the many colleagues who have inspired and supported me along the way. I take my position as an advocate very seriously as we continue our work to close the gender pay gap.

Our Diversity, Equity and Inclusion strategy is fundamental to our business. I'm incredibly proud to be McCain's first female Regional President, and I am committed to doing everything I can to make a real difference and to achieve equity across every part of our business.

**Jillian Moffatt.**

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 250 or more 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 2023.

## 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 metrics 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 Regulations, our 2023 analysis shows the following:**

## Gender pay gap

**Median Pay Gap**

**8.4%**

National Median Pay Gap – 14.8%*

**Mean Pay Gap**

**4.2%**

## Gender bonus pay gap

**Median Bonus Pay Gap**

**0%**

**Mean Bonus Pay Gap**

**24%**

## Proportion of men & women receiving a bonus

**83%**

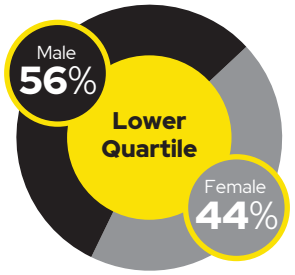
of women received a bonus

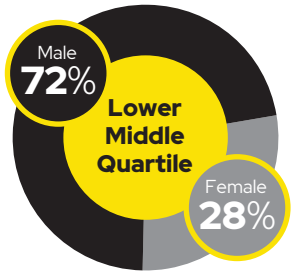
**88%**

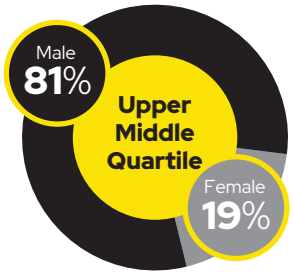
of men received a bonus

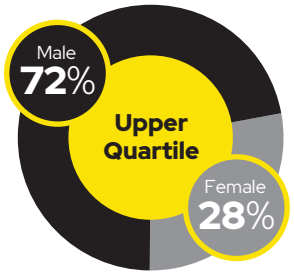
## Proportion of men & women in each pay quartile

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:




*Office of National Statistics 2023

## Understanding our 2023 gender pay gap

At McCain Foods (GB) Ltd, the mean gender pay gap is **4.2%** and the median gender pay gap is **8.4%**. We are pleased to report that the median is significantly lower than the national average of **14.8%** released by the Office of National Statistics.

As previously reported, our pay gap continues to be influenced by men occupying a higher proportion of senior roles. However we are making good progress in narrowing the gap. We are pleased to see a reduction in our mean gender pay gap over the last year, 4.2% down from 7.2%, together with a reduction in our median gender pay gap, 8.4% down from 13.6% last year. In addition, there has been a slight increase in women represented at both the lower and upper quartiles, whilst the lower middle and upper middle quartiles have remained static.

Our bonus pay gap continues to be influenced by the same factor, as well as there being a higher proportion of female employees in part-time roles. Bonus payments are higher for more senior roles as they are calculated as a percentage of base pay. However, for this year we do see an improvement in these statistics, mainly because of a discretionary cost of living bonus being awarded to employees outside our bonus scheme, to support them during a challenging economic period. This has increased the proportion of both women and men receiving a bonus in 2023 and resulted in 0% median bonus pay gap as well as a reduction in the mean bonus pay gap.

# Reducing the gender pay gap.

We continue to drive forward our diversity, equity and inclusion agenda to encourage all employees to develop, progress and thrive at McCain.

As part of our work to become a more inclusive employer, we recognise that diversity is vital. We are committed to ensuring that everyone can bring their authentic self to work.

Reducing the gender pay gap is an important part of our DEI agenda and we continue to invest in building knowledge and supporting change:

'Everyday Inclusion': during this time period, we extended this six month learning programme beyond our senior leaders. This included regular learning modules for people leaders intended to raise awareness of what we mean by inclusion, stimulate thought and discussion, and focus on actions and behaviours that can be immediately applied in the workplace.

To continue the learning journey, McCain GB has been piloting an Allyship programme to further engage leaders, helping them to take action and positively impact on the experiences of others in the workplace.

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

Coaching Circles: We continue to support women-only groups who come together to explore the particular challenges and complexities that can impact on their confidence to pursue their career goals.

Our DEI Activation Team continues to review, steer and champion DEI activity across McCain GB.

"National Inclusion Week': continues to be celebrated at McCain, raising awareness through an annual week-long focus on inclusion in the workplace. This is supplemented by Global Keynote Speakers throughout the year hosted by our Global DEI team.

Balanced recruitment shortlists and interview panels, as well as offering flexibility, continues to support our ability to hire women into roles within McCain.

## 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**

VP, Human Resources
McCain Foods (GB) Ltd