

Hilton Foods UK Limited – Gender Pay Report 2019

At Hilton Foods UK, we continue to support our people to be the best that they can be. It is important that Hilton’s continuing growth is linked with the growth of our people with equal opportunity for all. We pay the same rate for the same job.

As highlighted last year, our gender pay gap arises because of employing more males than females at a senior level. In addition, there is a history of our sector being male dominated.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2019:

1. The difference between the MEAN hourly rate of male and female employees was **8.6%**
2. The difference between the MEDIAN hourly rate of male and female employees was **14.7%**

Whilst our pay gap has increased since the last report, we continue to focus on ensuring equal opportunity for all.

Quartile Pay Bands

3. The impact of more men than women being employed in more senior roles is shown below. Here we have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of 4 quartiles:

| Quartiles | Percentage Male | Percentage Female |
|--------------|-----------------|-------------------|
| Lower | 55% | 45% |
| Lower Middle | 62% | 38% |
| Upper Middle | 66% | 34% |
| Upper | 77% | 23% |

Bonus Pay

We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2019):

4. The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **-28.8%**
5. The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **-0.9%**
6. **1.9%** of male employees received bonus pay; **4.2%** of female employees received bonus pay

A significantly larger number of women received bonuses in the 12 months up to 5th April 2019. The average bonus paid to women was also higher with both the mean and median bonus higher than paid to men.

Since the first reporting period in 2017, we have been highly successful in recruiting senior women into office based professional roles. Through our recruitment processes, we ensure the best-fit hire regardless of gender.

Since its roll out in 2018, we have implemented and embedded a company-wide approach succession and capability which supports the development of talent across the business regardless of gender or background. We have also implemented a more consistent approach to incentives across the organisation. We are confident, these and other initiatives will begin to reduce the gender pay gap. We are committed to the journey of supporting our people to be the best they can be whoever they are.

John McLoughlin, Managing Director
Hilton Foods UK Limited
13 March 2020

Seachill UK Limited – Gender Pay Report 2019

At Seachill, we continue to support our people to be the best that they can be. It is important that Seachill's continuing growth is linked with the growth of our people with equal opportunity for all. We pay the same rate for the same job.

As highlighted last year, our gender pay gap arises because of employing more males than females at a senior level. In addition, there is a history of our sector being male dominated.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2019:

1. The difference between the MEAN hourly rate of male and female employees was **26.2%**
2. The difference between the MEDIAN hourly rate of male and female employees was **9.7%**

Whilst our mean pay gap has increased since our last report, our median pay gap has declined.

Quartile Pay Bands

3. The impact of more men than women being employed in more senior roles is shown below. Here we have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of 4 quartiles:

| Quartiles | Percentage Male | Percentage Female |
|--------------|-----------------|-------------------|
| Lower | 41% | 59% |
| Lower Middle | 51% | 49% |
| Upper Middle | 63% | 37% |
| Upper | 79% | 21% |

Bonus Pay

We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2019):

4. The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **38.4%**
5. The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **21.9%**
6. **7.8%** of male employees received bonus pay; **4.3%** of female employees received bonus pay

The difference between the mean and median bonus payments reflects that we have more senior male colleagues than senior female colleagues. While a bonus pay gap remains both mean and median bonus gap has declined.

Since its roll out in 2018, we have implemented and embedded a company-wide approach succession and capability which supports the development of talent across the business regardless of gender or background. We have also implemented a more consistent approach to incentives across the organisation. We are confident, these and other initiatives will begin to reduce the gender pay gap. We are committed to the journey of supporting our people to be the best they can be whoever they are.

Lee Gibson
Seachill UK Limited
13 March 2020