

Hilton Foods UK Limited – Gender Pay Report 2021

At Hilton Foods UK, we continue to support our people to be the best that they can be and to ensure equal opportunity for all.

Our gender pay gap arises because there are more males than females at a senior level. In addition, there is a history of our sector being male dominated. We are addressing this by encouraging candidate diversity through our recruitment processes, supporting the development of women through our approach to capability and succession, leadership development programmes and Women's Network.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2021:

1. The difference between the MEAN hourly rate of male and female employees was **11.2%**
2. The difference between the MEDIAN hourly rate of male and female employees was **9.8%**

We are pleased that our pay gap has slightly decreased since the last report and 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
Upper	73.2%	26.8%
Upper Middle	66.5%	33.5%
Lower Middle	62.3%	37.7%
Lower	49.8%	50.2%

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 2021):

4. The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **22.5%**
5. The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **-14.7%**
6. **3.1%** of male employees received bonus pay; **3.1%** of female employees received bonus pay

An equal proportion of males and females received bonuses in the 12 months up to 5th April 2021. The average (mean) bonus paid to women was lower, however the median bonus was higher for women compared to men.

Since its roll out in 2018, we have continued to implement and embed a company-wide approach to succession and capability which supports the development of talent across the business regardless of gender or background. We are committed to the journey of supporting our people to be the best they can be whoever they are.

We are proud to have launched the HFG Women's Network, Hilton Food Group's first employee led global networking group. The purpose of the HFG Women's Network is to engage and enable those who identify as women across HFG through support, development & action. Open to colleagues of any gender, the network looks to provide individuals with the opportunity to connect globally, attend online events, alongside providing helpful toolkits and information on anything from career development to women's health.

We continue to sponsor Meat Business Women, a global professional networking group for women working across the food industry. Our shared aim is to attract and grow diverse talent within the sector. Through this partnership, this year we have been able to offer over 30 Meat Business Women memberships to colleagues across HFG giving them access to a cross-industry mentoring programme, exclusive content & events.

Our sponsorship of the annual Diversity and Inclusion in Grocery LIVE! event for Grocery Aid continues. This is a great opportunity to connect, learn and inspire change in Diversity and Inclusion practices across the grocery sector. We also are pleased to participate in the Grocery Aid D&I mentoring scheme. Through this scheme we provide mentors to other businesses and a number of our colleagues participate as mentees.

We further plan to raise the profile of Inclusion and Diversity internally, promoting events, whilst publishing our own stories and celebrating role models. We are reviewing our policies and processes, introducing Inclusion and Diversity conversations to our employee forums and works councils and educating our employees to support Inclusion and Diversity across Hilton Food Group.

We are committed to the journey of supporting our people to be the best they can be whoever they are. We hope that by supporting these initiatives, it will continue to foster an inclusive culture and drive gender equity at Hilton Food Group.

I confirm that the information provided within this report is accurate as at 5 April 2021.

Jackie Lanham
Chief People and Culture Officer
Hilton Food Group plc