

# GENDER PAY GAP REPORT 2024 – Ferndale Foods Ltd



Head of People & Development  
Oscar Mayer  
2024

1	Contents	
1	What is Gender Pay Gap Reporting? .....	2
2	Reporting requirements .....	2
3	Our Gender Pay Gap Information.....	3
4	Median and mean explained. ....	4
5	What the results show .....	4
6	Continuing to move forward.....	4
7	Our principles .....	5
8	Our values.....	5
9	Our measures .....	5
10	Next Steps.....	6

# 1 What is Gender Pay Gap Reporting?

All organisations which employ over 250 staff are required by law to report annually on their Gender Pay Gap.

This shows the difference between the average pay of men and women in an organisation irrespective of the job they do. It should not be confused with equal pay which compares the rates of pay for doing equal work. It is impacted on how a workforce is made up including the numbers of men and women in different types of jobs and at different levels of seniority.

This report details Ferndale Foods Limited, part of the Oscar Mayer Group, Gender Pay Gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## 2 Reporting requirements

Companies are required to report the following gender pay gap information:

- Gender Pay Gap: The difference between the median, and the mean, hourly rate of pay for men and for women, based on the April 2024 pay period.
- Gender Bonus Gap: The difference between the median, and the mean, value of bonus pay for men and for women over the 12 months to April 2024.
- Bonus proportions: The proportions of men and women who received bonus pay during the 12 months to April 2024.
- Quartile Pay Bands: If the total workforce was put in order of hourly rate of pay and then split into four groups of equal size, or quartiles, this is the proportions of men and women in each of the four groups.

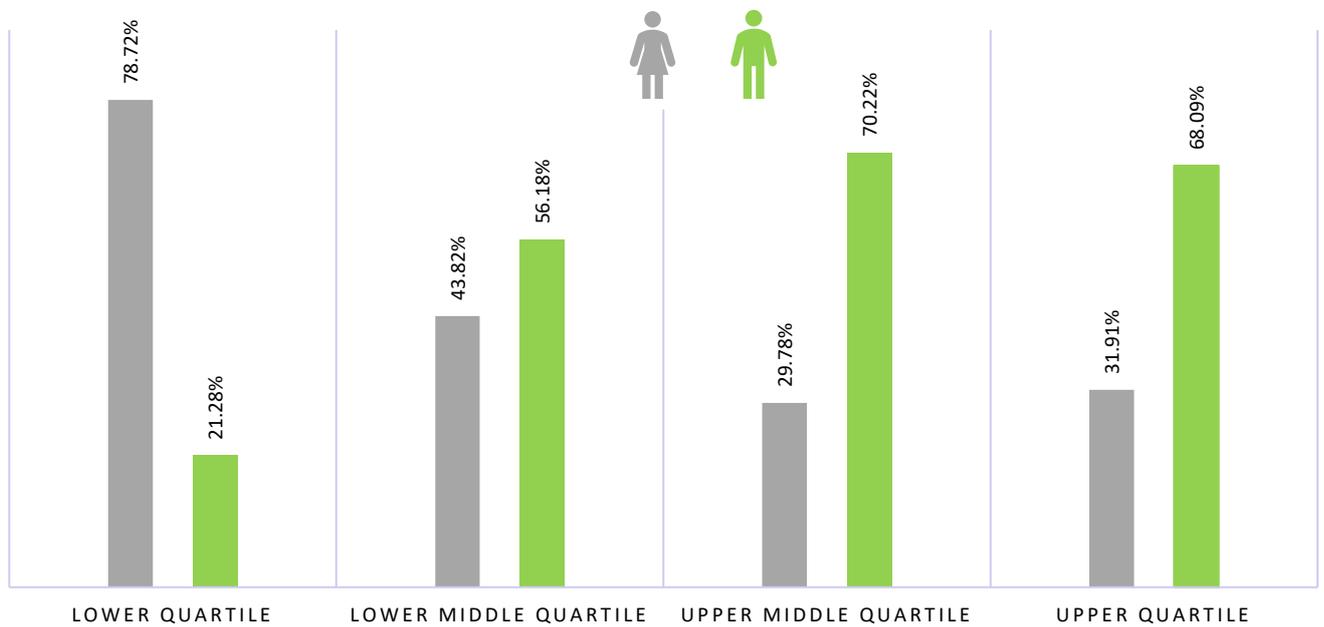
### 3 Our Gender Pay Gap Information

#### MEAN AND MEDIAN PAY GAP BASED ON HOURLY RATES OF PAY

MEAN	MEDIAN
9.72%	11.60%

#### PAY QUANTILES

#### THE PROPORTION OF MEN AND WOMEN IN EACH PAY QUANTILE



#### BONUS

#### PROPORTION OF MEN AND WOMEN RECEIVING A BONUS.



#### MEAN AND MEDIAN BONUS PAY GAP

MEAN	MEDIAN
0%	0%

## 4 Median and mean explained.

The legislation requires average pay to be calculated in two different ways using the median and also the mean. The following explains how this works:

**Median:** This is the figure that is calculated by lining up the salaries of both men and women from smallest to largest. The median is the figure that falls in the middle of the two lists. Gender Pay Gap reporting looks at the difference between these two figures. This aims to build a picture of the middle of the organisation and less influenced by the very top and bottom earners.

**Mean:** To calculate this, the pay of all women is added together and then divided by the number of women. The pay of all men is also added together and then divided by the number of men. The mean Gender Pay Gap compares these two values. The mean is more affected by any particularly high or low values within a group.

## 5 What the results show

**Our data shows a Gender Pay Gap at Ferndale Foods Ltd, part of the Oscar Mayer Group.**

This gap is primarily due to the underrepresentation of women in higher-paying roles and a higher concentration of women in entry-level positions within our operational and factory environments.

However, we are confident that men and women performing the same roles across our business receive equal pay. We remain committed to ensuring that our pay policy is fair, consistent, and equitable.

## 6 Continuing to move forward

**We remain fully committed to addressing the underlying factors contributing to pay gaps within our business.**

We acknowledge that men continue to be overrepresented in senior roles, while women are more heavily represented in entry-level operational and factory positions.

While this imbalance reflects a long-standing trend within the food industry, we are determined to drive change.

We firmly believe that attracting more women into a broader range of roles across all levels of the business—and actively supporting their growth and development—will deliver meaningful benefits for both our employees and the organisation as a whole.

## 7 Our principles

In order to attract and retain a more diverse workforce our principles are:

- That everyone who works for us feels respected and included.
- That fairness is applied in performance assessments, salary and bonus.
- We are committed to supporting staff throughout their career with opportunities to develop and progress.

## 8 Our values

**Passion** – We pour our hearts into our work, making our work, making our business vibrant and inspiring.

**Fun** – We make work enjoyable, fuelling creativity and happiness for all.

**Accountability** – We own our actions, ensuring things get done right, every time.

**Communication** – We connect, collaborate, and innovate together to drive our business forward.

**Integrity** – We're unwavering in doing what's right, building trust among our team and customers.

## 9 Our measures

We will measure our progress against these statements through:

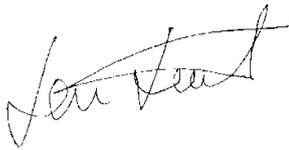
- Engagement Survey
- D&I Strategy
- Annual Salary and Bonus review.
- Partner with diverse talent pools, universities, and underrepresented communities.
- Launch mentorship and sponsorship programmes to support career growth.

## 10 Next Steps

We need to ensure we create the right foundations for our future organisation, we will continue improving:

- **Real-time gender pay monitoring**
  - We'll track our gender pay gap closely to identify and address areas of greatest need.
- **Belonging audit/assessment**
  - We'll assess our policies, practices, and systems to ensure they align with best practices and foster an inclusive environment.
- **Inclusive Recruitment & Talent Development**
  - We will attract, develop, and retain top talent by ensuring fair, transparent, and inclusive hiring practices.

Signed:

A handwritten signature in black ink, appearing to read 'Ian Toal', written over a light blue horizontal line.

**Ian Toal – Chief Executive Officer**