

# GENDER PAY GAP REPORT 2025 – Oscar Mayer Ltd



Head of People & Development  
Oscar Mayer  
2024

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# 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 earnings of men and women across an organisation irrespective of the job they do. It should not be confused with equal pay which relates to pay differences between men and women performing the same or equivalent work.

The Gender Pay Gap is influenced by workforce composition, including the distribution of men and women across different job roles, functions and levels of seniority.

This report details Oscar Mayer Ltd's 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 also 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 also 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.

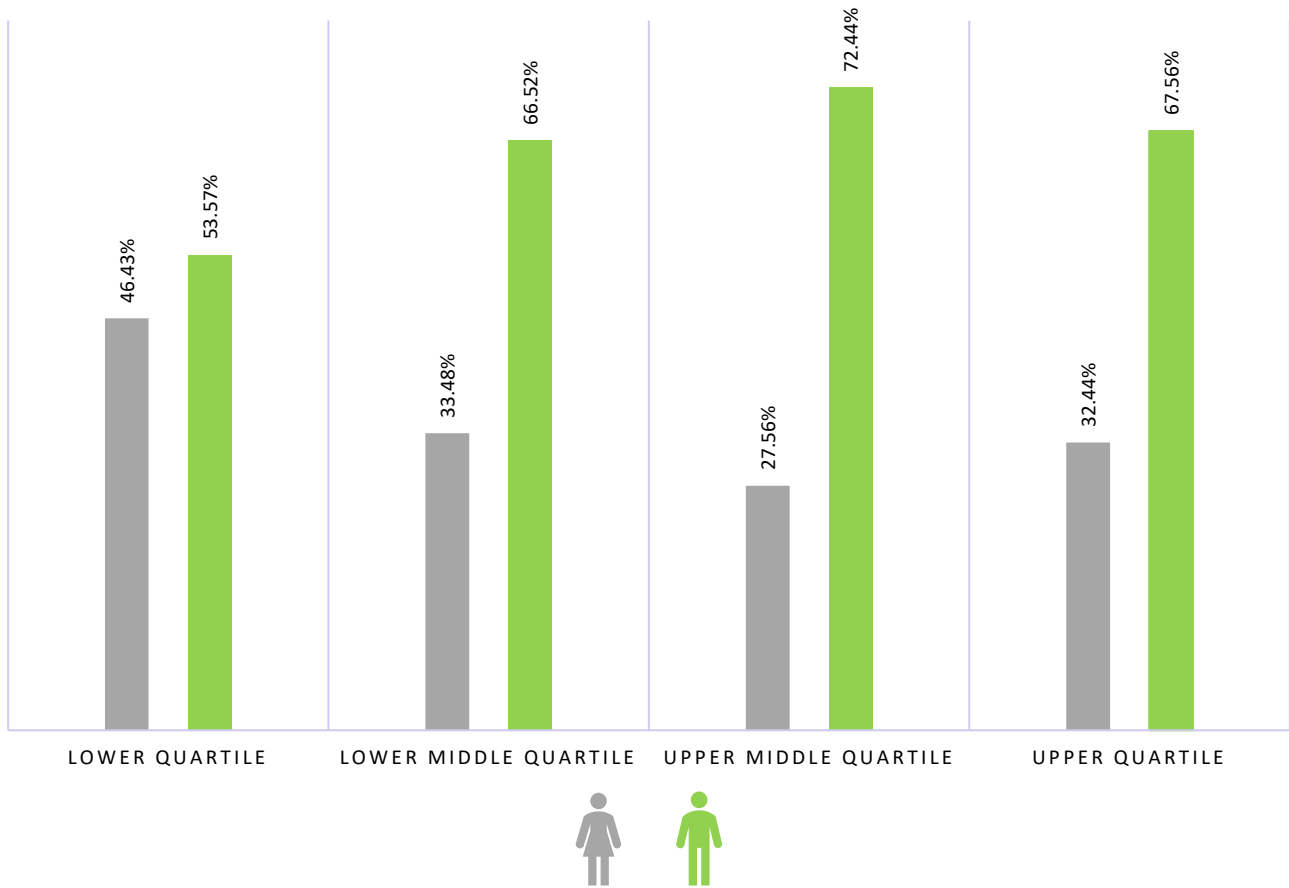
### 3 Our Gender Pay Gap Information

MEAN AND MEDIAN PAY GAP BASED ON HOURLY RATES OF PAY

MEAN	MEDIAN
3.93%	0%

#### PAY QUANTILES

THE PROPORTION OF MEN AND WOMEN IN EACH PAY QUANTILE



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

	
3.26%	3.51%

**MEAN AND MEDIAN BONUS PAY GAP**

<b>MEAN</b>	<b>MEDIAN</b>
94.64%	17.95%

## 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 indicates a very small Gender Pay Gap at Oscar Mayer Group, with the bigger discrepancy appearing within the bonus payments given at the group.

The gender pay gap has reduced significantly compared to last year. The mean difference has fallen to 3.26% (from 12.32% last year), while the median pay gap has now increased to 0 (up from -0.56% last year). These results reflect the continued efforts of the People & Development Team creating a fair, equitable and inclusive work environment including consistent approaches to pay.

While a slight mean gap remains, this is likely influenced by workforce composition, particularly a higher composition of women in entry-level operational roles and a higher proportion of men in the upper pay quartile.

There has been an increase in the discrepancy between the bonus percentages in 2025. Although the amount of both male and female employees has increased to 3.26% and 3.51% (0.97% and 1.98% last year), the mean and median pay gap has increased significantly alongside this, 94.64% and 17.95% (13.23% and -0.56% last year).

We are confident that men and women performing the same roles across our business receive equal pay, as evidenced by this year's results and ongoing improvements. We remain committed to maintaining fair, consistent, and equitable pay practices and to driving continuous progress year on year.

## 6 Continuing to move forward

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

We recognise that men continue to be overrepresented in senior roles, while women are more heavily represented in entry-level operational and factory positions. Although this imbalance reflects a long-standing trend within the food industry, we are determined to drive meaningful change.

Our Head of Diversity & Inclusion leads initiatives to address gender imbalance, working in partnership with charities and external organisations, and supporting internal and external mentoring programmes. Our goal is to improve gender representation across the upper quartiles of the business.

We believe that attracting more women into a broader range of roles and supporting colleagues to develop the confidence and skills to progress into senior positions will benefit both our people and the organisation.

We are proud to partner with Meat Business Women, the global professional community dedicated to attracting, developing and retaining female talent across the food and meat industry. Supporting gender balance is critical to ensuring the long-term sustainability and profitability of our sector. Diverse teams bring greater diversity of thought, helping to drive innovation and stronger business performance.

Through this partnership, our colleagues benefit from mentoring, professional networking and personal development programmes. These initiatives support women to overcome barriers to progression at every stage of their career, helping to build a stronger and more inclusive leadership pipeline for the future.

We are a Signatory of The Food Business Charter. The Food Business Charter demonstrates Meat Business Women's and its signatories' commitment to advancing gender balance, working for 40% female representation across the global food industry by 2035 and removing barriers to women's advancement and success.

Our partnership also creates measurable social impact. Based on thorough Social Return on Investment (SROI) analysis conducted with Meat Business Women, our investment in our partnership during 2025 generated the following results:

- For every £1 we invested in MBW, they generated £10.16 in social value across the food industry.
- For every £1 MBW spent on work with our colleagues who are MBW members, together we generated £7.03 in social value for those colleagues

This investment reflects the social value created for both our colleagues and the industry through improved development opportunities, stronger networks, increased career progression and our work together to improve the perception of working in the sector

## 7 Our principles

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

- Everyone who works for us feels respected and included.
- Fairness is applied consistently in performance assessments, pay and bonuses.
- Employees are supported 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 through:

- Employee Engagement Surveys
- Our Diversity & Inclusion Strategy
- Annual Salary and Bonus reviews.
- Partnerships with diverse talent pools, universities, and underrepresented communities.
- Mentorship and sponsorship programmes
- Ongoing Gender Pay Gap analysis.

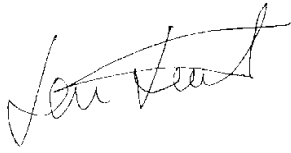
## 10 Next Steps

To build strong foundations for our future we will continue to focus on :

- **Real-time gender pay monitoring**
  - Tracking data to identify and address areas of greatest need.
- **Belonging audit/assessment**
  - Reviewing our policies, practices, and systems to ensure they align with best practices and promote inclusion.

- **Inclusive Recruitment & Talent Development**

Attracting, developing, and retaining talent through fair, transparent, and inclusive hiring and progression practices.



**Signed:**

**Ian Toal – Chief Executive Officer**