



**Gender Pay Gap Report Snapshot 5/04/2024.**

# Gender Pay Gap

When it comes to raw bacon and gammon, we've got it covered. Direct Table Foods currently supplies products to all areas of the UK retail, foodservice and wholesale market.

We employ over 400 staff and are committed to promoting equality for all. We have a diverse workforce which is vital to our success.

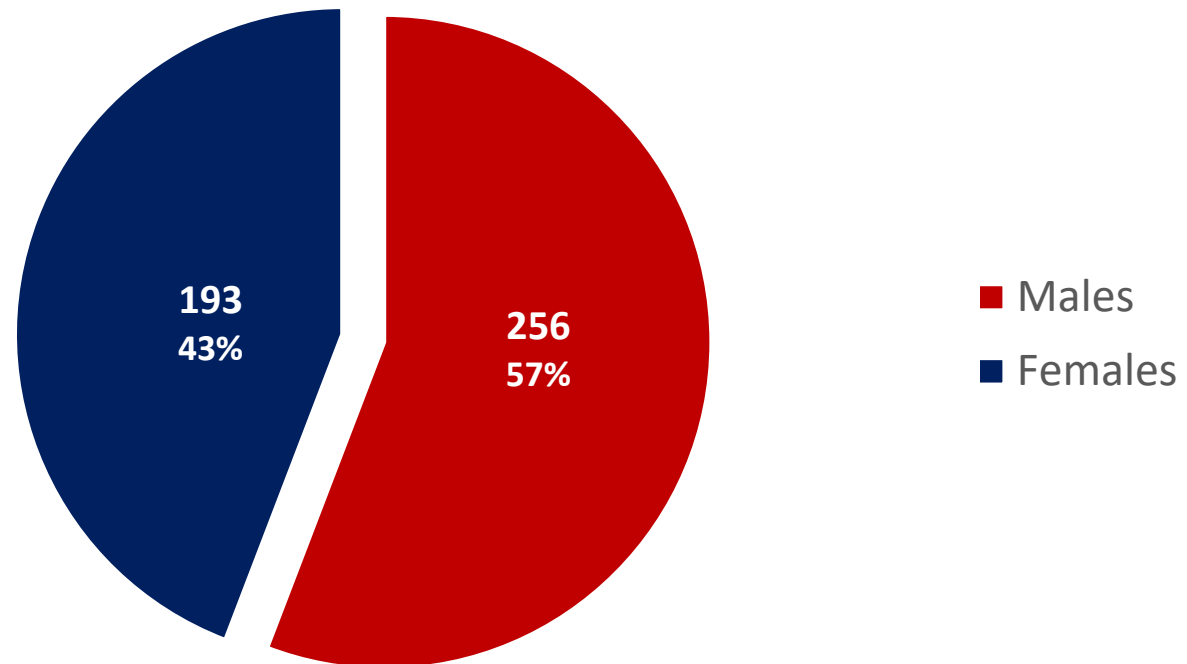
All UK businesses with over 250 employees are now required, by law, to share details of their Gender Pay Gap.

It's important to know that the Gender Pay Gap is not the same as Equal Pay. We are confident that all our staff performing the same job receive equal pay.



# Our Findings

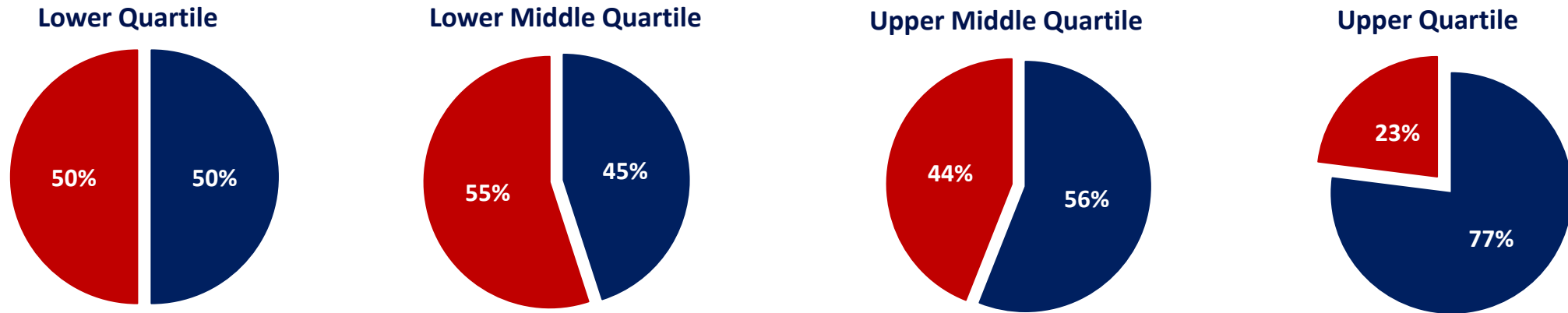
At the snapshot date (05/04/2024), we had 449 “Full Time Relevant Employees”



# Pay Quartiles

We have seen a slight increase in females in the lower middle quartile due to the women moving onto more senior positions.

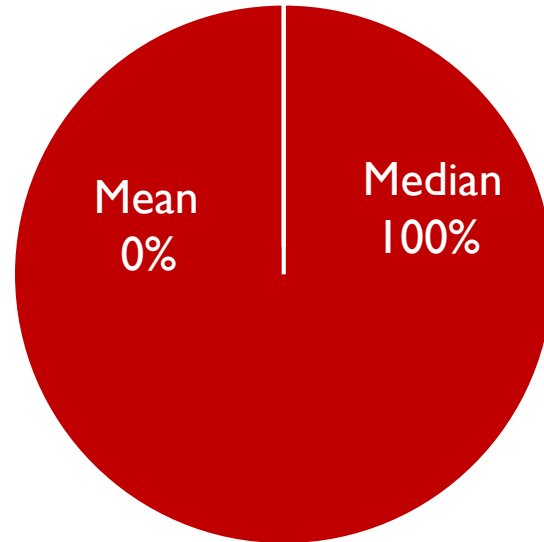
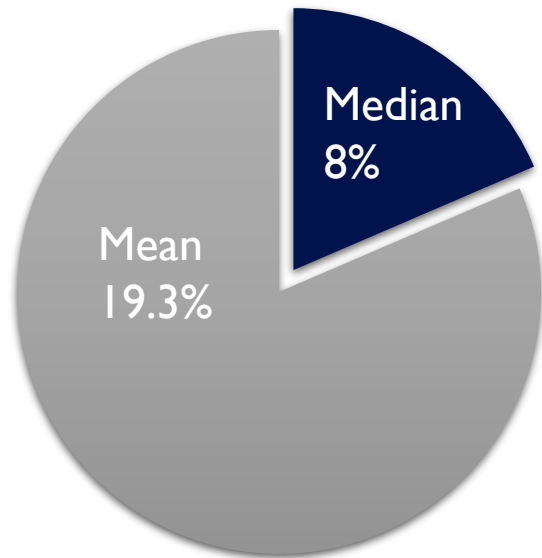
We can see a slight increase in males in the upper middle quartile but still the workplace stays balanced.



These graphs show the workforce divided into four equal-sized groups based on hourly pay rates. The lowest quartile is the lowest paid 25% of employees and the upper quartile is the highest paid 25%.

# Pay & Bonus Gap

Analysis of our data shows our pay gap does not arise from women and men doing the same job and being paid differently, but is due to less women being employed in senior positions. We are continuing to work on this.



Proportion of men and women receiving a bonus payment

0% of men  
0% of women

This is the difference between the average hourly pay and bonus pay by gender. It is reposted as a mean average and a median (mid-point) figure. A Gender Pay Gap exists in most UK organisations.



# Next Steps

The site permanent headcount is 3% less than last year. This is because the site rationalised and simplified the shift patterns.

We have seen a slight 1% decrease in the overall number of females. This is because of moving to Monday to Friday am/pm manufacturing model.

We have seen a higher proportion of women enter Q2 roles. Q1, Q2 and Q3 quartiles remain balanced with nearly equal men and women.

We continue to provide leadership and development programmes. These will provide opportunities for women to move into more senior positions.