



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

# Gender Pay Gap

When it comes to raw bacon and gammon, we've got it covered. At Direct Table Foods we currently supply Fresh Bacon and Gammon, Fresh and Frozen Sausages to the UK Retail and Foodservice Markets.

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

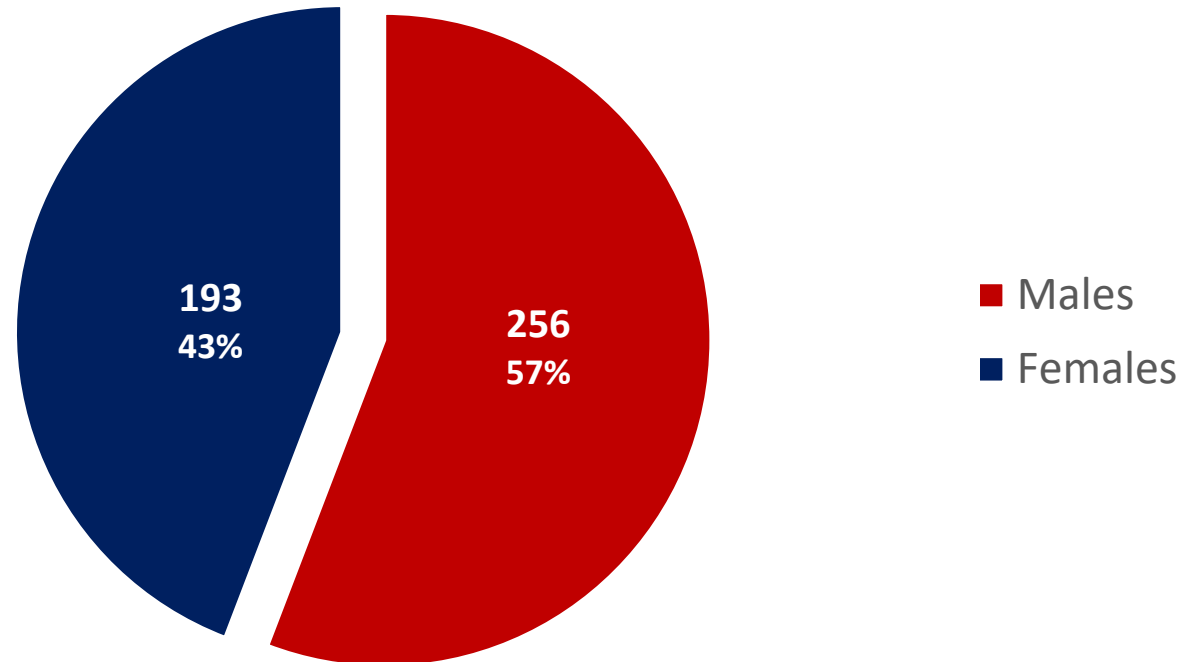
All UK businesses with over 250 employees are now required, by law, to share details of their Gender Pay Gap.

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

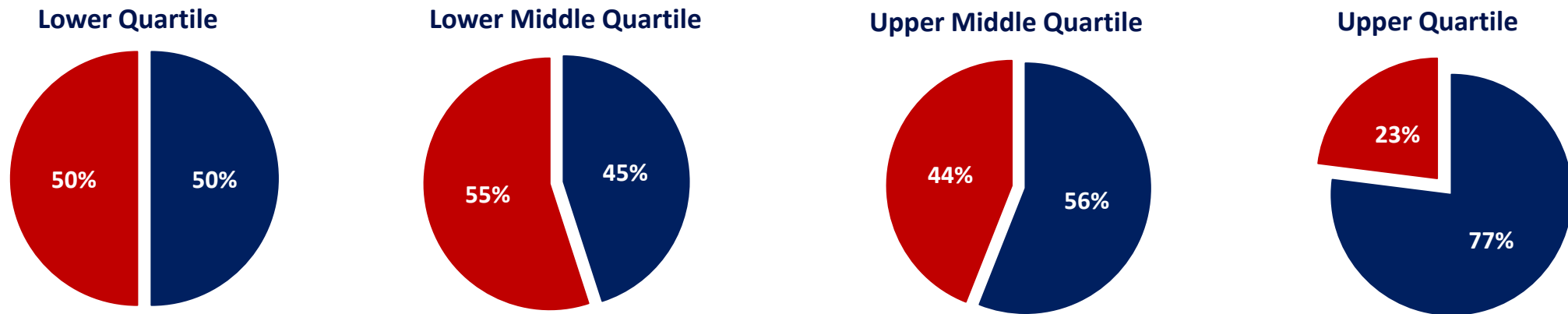
At the snapshot date (05/04/2024), we had 449 “Full Time Relevant Employees”



# Pay Quartiles

Over the last year we have seen a slight increase in females in the lower middle quartile due to females moving into more senior positions.

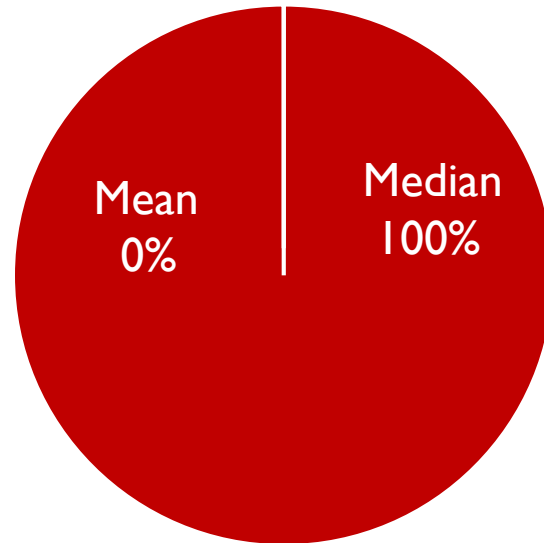
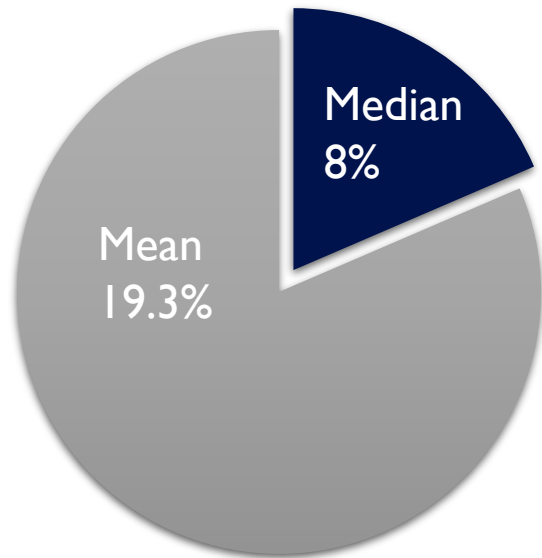
There is also from our analysis a slight increase in males in the upper middle quartile but still the workplace stays balanced.



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 females and males doing the same job and being paid differently, but is due to less females being employed in senior positions. We are continuing to work on how we address this gap.



Proportion of male and female receiving a bonus payment

0% of male  
0% of female

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. The reason for the reduction is Direct Table Foods has rationalised and simplified ongoing shift patterns.

As part of the changes, Direct Table Foods have moved to a Monday to Friday am/pm manufacturing pattern, this has led to a reduction in female colleagues by 1% YOY.

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

At Direct Table Foods, we continue to provide and offer leadership and development programs to colleagues. These programs provide opportunities for our female colleagues to move into more senior positions.