



# CEREALTO UK LTD Gender Pay Gap Report 2022



# GENDER PAY GAP REPORT – CEREALTO SIRO LTD WORKSOP, 2022

Although we currently employ less than 250 people we have chosen to declare our gender pay gap as we continue to believe in the importance of transparency and bridging the pay gap that exists in the UK today.

We have been reporting on our Gender Pay Gap since 2017 and this year I am happy to report that the difference between our male and female colleagues has improved on upper middle, lower middle and lower quartiles.

We continue to support our leaders in the management of their teams promoting fairness and consistency having diversified our labour supply somewhat to include 22 nationalities during and post the COVID pandemic. Notably the lack of labour supply in the local area resulted in recruitment competition with other neighbouring manufacturing entities thus driving salaries to increase in order to help retain our workforce and deal with the cost of living crisis. However, some were lost and some foreign nationals did not return back to the UK once the pandemic restrictions were lifted; this diluted skills but generated more internal promotion opportunities to existing colleagues. Our approach, along with the recruitment of 'temporary to permanent' and 'refer a friend' initiatives helped us to maintain staffing levels, and our leadership team embraced all of the different barriers faced by colleagues during a time when we were also striving to achieve business growth .

We remain committed to monitoring our recruitment practices, performance management, promotion decisions and pay equity as we attract, retain and progress with our innovative inclusion and diversity strategy.

This report contains the following information and data:

- The mean and median gender pay gap
- The mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each quartile pay band

I can confirm the information and data contained within this report is accurate. At Cerealto, equality, diversity and inclusion is at the forefront of our decision making. All of our leaders are seasoned and well trained. We believe that our overriding approach to recruit and promote on the basis of ability and aptitude, irrespective of gender, contributes to the success of our company.



**IAN LAVERY**  
General Manager - UK



# WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average pay of men and women. Having a gender pay gap is not unlawful as various factors influence such the gap, for example, the types of roles women undertake and the demographics of the people living and working in the community. All UK companies within the private sector, employing, 250 people or more are required to report their gender pay gap for 2022 by 4<sup>th</sup> April 2023.

## THE MEDIAN PAY GAP

A median is the midpoint of a population. So simply, if you created two lines – one with all the women in the company, and the other with all the men, the median pay gap is the difference between the middle person in each line.

## THE MEAN PAY GAP

The mean gender pay gap is the difference between the average pay of men and women in a company.



## WHAT DO WE HAVE TO REPORT ON?

The regulations require organisations to report on the mean and median gender pay gap, the mean and median bonus gap, confirm the percentage of men and women who received a bonus and also provide details on the gender balance of our workforce based on quartiles.

## THE DIFFERENCE BETWEEN EQUAL PAY AND GENDER PAY

Equal pay - Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

Gender pay gap - Is a measure of the difference between the average earnings of men and women in an organisation or the labour market. Gender Pay is expressed as a percentage of men's earnings.



# PEOPLE, CULTURE AND VALUES

## OUR PEOPLE

Cerealto UK is a manufacturing unit with office support functions. 86% of our total workforce work within our factory, of which 34% are female (34:66). Although our gender balance continues to improve, typically in our sector, we experience more male than female applicants for operational work. During the pandemic we diversified our recruitment strategy incorporating fixed-term and part-time contracts to help bridge lesser skilled roles without discriminating against either gender; this because of the surge in vacancies during 2021 attributed to the pandemic and more upskilling opportunities being made available to all.

Our office environment shows a different picture, with a decrease of 8% of the roles being occupied by women. Here the balance shifts towards males (52:48) whereby the restructuring of some job roles into existing roles afforded some colleagues better opportunities and growth. Our senior leadership team is split evenly with 50% females and 50% males.

## OUR CULTURE

We are continuously evolving and improving our culture to encourage and engage a more diverse workforce providing fair and equal opportunities for everyone. Cerealto UK Ltd is an equal opportunities employer. We do not discriminate on the grounds of age, disability, race, religious belief, gender or sexual orientation.

We create high performing and engaged teams through recruiting talent regardless of gender or background; ensuring fair pay and award practices.

## OUR VALUES

Working to fulfil our purpose – we cultivate dreams to nourish more people every day. The vision of our company defines the values of the colleagues and the attributes of the leaders who will guarantee the achievement of objectives set.



**Positive  
Attitude**



**Result  
orientation**



**Teamwork**



**Consumer  
orientation**



**Commitment**



**IF YOU WANT  
TO GO FAST,  
GO ALONE.**

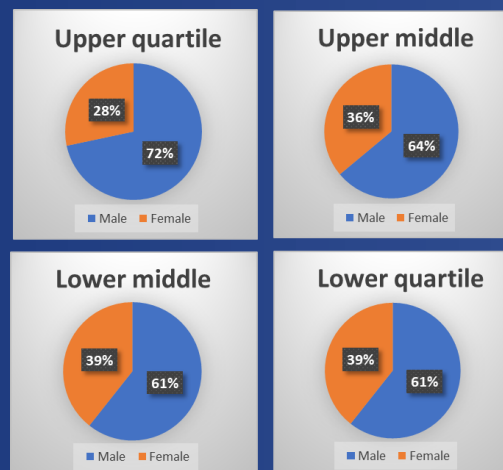
**IF YOU WANT  
TO GO FAR,  
GO TOGETHER.**



# GENDER PAY AND BONUS GAP 2022



As part of the regulations, we are required to show the number of colleagues by gender in each quartile of the company payroll. These percentages relate to the proportion of men or women in each quartile. Our overall workforce is split men and women 64:36 demonstrating a 3% improvement in the number of female colleagues employed by the business on the previous year. This trend also continues below as we see improvements in the upper middle, lower middle and lower quartile, albeit all quartiles collectively reflect our total workforce to be made up of over 1/3 women.

Within our business we have a small number of senior leadership positions of which some of these roles have diversified meaning some functions have integrated together resulting in an equal gender balance, however this does not account for other generic office roles which decreased the female occupancy by 5% when replaced or integrated within other roles.

Our recruitment processes ensure selection is based on skills and competencies required for the role without discrimination against either gender.



Workforce	64.0%	36.0%
		
Bonus	92.9%	92.0%

Senior Management Team	50.0%	50.0%
		

	MEAN	MEDIAN
Gender Pay Gap (excl bonus)	10%	5%
Gender Bonus Gap	-5%	0%



# HOW ARE WE DOING YEAR ON YEAR?

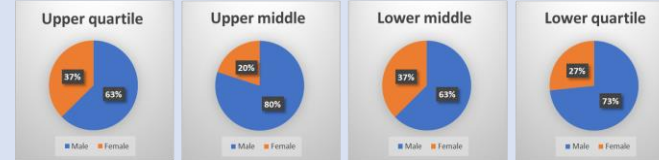
Established in 2016, Cerealto Siro Ltd (UK) is part of a global food manufacturer of argi-foods supplying products to large distribution chains and multinationals in the B2B and retail sector.

During our short existence we have experienced growth year or year whilst experiencing turbulence due to Brexit and COVID-19. We have remained steadfast in our commitment creating visionary programmes to help attract and retain talent in a fair and consistent manner whilst building relationships with local government funded enterprises creating a diverse workforce embracing equality. This can be seen in our bonus payments which reflects negligible difference.

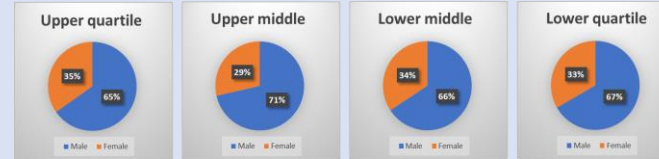
## PAY QUANTILES 2017



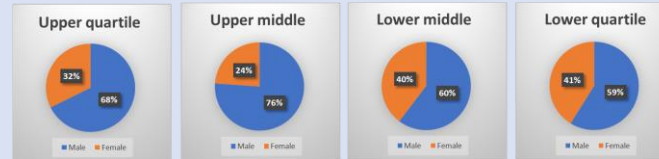
## PAY QUANTILES 2018



## PAY QUANTILES 2019



## PAY QUANTILES 2020



## PAY QUANTILES 2021



## PAY QUANTILES 2022



## BONUS RECIPIENTS



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