



# CEREALTO UK LTD

## Gender Pay Gap Report 2023



# GENDER PAY GAP REPORT – CEREALTO UK LTD WORKSOP, 2023

Although we employed less than 250 people on the snapshot date (5<sup>th</sup> April 2023) 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. Cerealto UK remain committed to attract, retain and develop our diverse work force and that is reflective of the general geographical location in which we operate.

Year on Year 2022 to 2023 we are reporting that the difference in the upper quartile and upper middle quartile has improved for the female gender.

We continue to support our leaders in the management of their teams, promoting fairness and consistency having maintained our diverse labour supply to include 22 nationalities. Notably the continuing lack of labour supply in the local area, in the 12 months leading up to the reference date, resulted in the widening of our recruitment search. An opportunity to mass recruit bakery talent from a neighbouring catchment area supported the introduction of a subsidised transport service. This helped to retain skill within the food manufacturing industry and further diversified our workforce.

The injection of experienced bakery talent was crucial during an integral period of business growth as we continued to compete for labour in a tight-labour market (i.e. the imbalance between labour supply and labour demand). Additionally, we maintained our recruitment strategy by employing those from our temporary pool of labour, as well as enhancing our 'refer a friend' initiative which helped to stabilise staffing levels as some moved onto pastures new; we also actively worked on retention and engagement initiatives.

We remain committed to monitoring our recruitment practices, performance management, promotion decisions and pay equity as we attract, retain and progress with our inclusion and diversity strategy, building a culture that encourages and embraces the differences where both men and women thrive equally.

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 UK, equality, diversity and inclusion is at the forefront of our decision making. All business leaders are seasoned and well trained. We believe that our overriding approach to recruit and promote based on ability and aptitude, irrespective of gender, contributes to the success of our company.

IAN LAVERY, UK GENERAL MANAGER

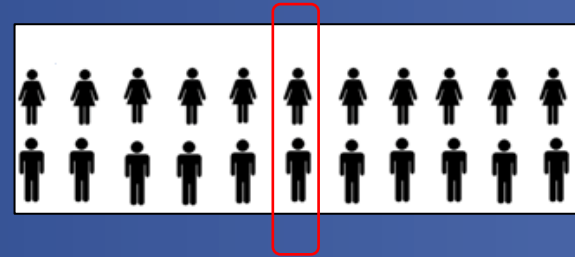


# WHAT IS THE GENDER PAY GAP?

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 by 4<sup>th</sup> April 2024.

## 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 35% are female (35:65). Although our gender balance continues to improve, typically in our sector, we experience more male than female applicants for operational work. We have continued to diversify our ways of working in a bid to retain talent by recognising work-life balance needs and incorporating job-share and fixed working hours, as opposed to rotational shift work; *this has helped some to pave the way to retirement and for others assisted with their family commitments without discriminating against either gender.*

Our office environment shows no change in the number of roles being occupied by females and the balance continues to be the same in favour of women (52:48). However, *within the senior leadership team the gender split, previously even, has a higher number of women leaders (57:43).*

## 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 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.



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

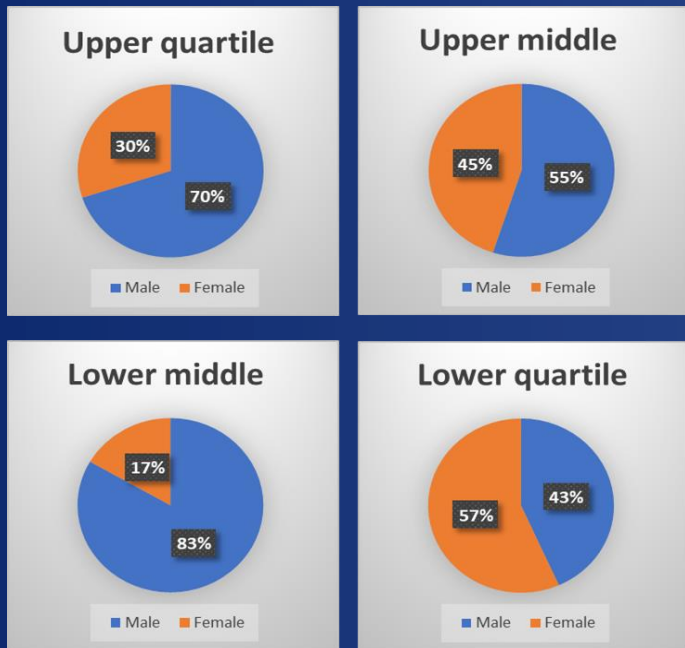
**IF YOU WANT  
TO GO FAR,  
GO TOGETHER.**







# GENDER PAY AND BONUS GAP 2023

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 63:37 demonstrating a slight increase in the female workforce by 1% on the previous year. This trend also continues to show below and whilst we see an improvement in the upper quartile and upper middle, there is a decrease in female colleagues in the lower middle and lower quartiles. However, collectively the total workforce is made up of just over a third women.

Whilst the percentage of bonus recipients may seem negligible in comparison to previous years, this related to retention rather than performance incentives.



Workforce	63.0%	37.0%
		
Bonus	11.3%	16.3%

Senior Management Team	43.0%	57.0%
		

	MEAN	MEDIAN
Gender Pay Gap (excl bonus)	11%	0%
Gender Bonus Gap	-29%	0%



Snapshot date 05.04.2023