

Hilton Foods UK Limited – Gender Pay Report 2023

At Hilton Foods UK, we continue to support our people to be the best that they can be and to ensure that all are made to feel welcome and have the opportunity to develop and progress.

Our gender pay gap arises because there are more males than females at all levels of the organisation, and in particular for senior roles. This is in common with the majority of employers in the meat processing industry, as there is a history of our sector being male dominated. We recognise the importance for a business of being diverse and inclusive, and believe all employees should have the same opportunities to progress. We are addressing this by encouraging candidate diversity through our recruitment processes, supporting the development of women through our approach to capability and succession, our leadership development programmes and the Women's Network.

Overall Pay Gap

Our Gender Pay Gap at 5th April 2023:

The difference between the MEAN hourly rate of male and female employees was **10.7%**

The difference between the MEDIAN hourly rate of male and female employees was **8.9%**

Quartile Pay Bands

The impact of more men than women being employed in leadership roles is shown below. Here we have ranked hourly pay for all employees from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of male and female employees in each of the four quartiles.

Quartile	Percentage Male	Percentage Female
Upper	77.4%	22.6%
Upper Middle	66.9%	33.1%
Lower Middle	66.9%	33.1%
Lower	51.4%	48.6%

Bonus Pay

We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2023):

The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **15.6%**

The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **9.8%**

69.5% of male employees received bonus pay; **65.6%** of female employees received bonus pay. This represents a significant increase for both genders and is due to the introduction of an incentive scheme for employees in our production sites.

TACKLING THE GENDER PAY GAP AT HILTON FOODS

We are committed to the journey of supporting our people to be the best they can be, whoever they are. We encourage and give support to develop towards and occupy leadership positions. We are proud that, having set ourselves a target of having 30% of leadership roles filled by women by 2025, we have achieved this target ahead of schedule, with 33.7% of leadership roles across Hilton Foods being occupied by women as at 31 December 2023.

FAMILY LEAVE ENHANCEMENTS AT HILTON FOODS UK

In October 2023, we enhanced our family leave policy at our largest UK site, offering the same benefits to all colleagues – regardless of whether they work in production or, in our offices.

This includes 18 weeks full pay for maternity leave, and 3 weeks full pay for paternity leave. In total, over 1000 colleagues can benefit from the new policies.

These changes have been well received by colleagues, and we will continue to look at how we support our team members live life well at Hilton Foods, particularly alongside family and caring responsibilities.

PARTNERING WITH OXFAM

We have also worked with Oxfam to develop and test their Gender Transformative Tracker, a tool which helps companies assess and build plans to promote gender equality. The tracker gives us a better understanding of how to identify gaps and put in place improvement plans. In 2024 we will conduct a review of our UK business with the support of the tracker.

ONGOING INITIATIVES

We are proud that the Hilton Foods' Women's Network continues to go from strength to strength with great support from our male allies. The purpose of the Hilton Foods Women's Network is to engage and enable those who identify as women across Hilton Foods through support, development and action. The Network is open to colleagues of any gender. It provides individuals with the opportunity to connect globally and to learn and share experiences at online events. Recent topics have included "Being Yourself at Work, Developing your Leadership Style, Juggling Parenting, Caring and Work and Dealing with Change."

In addition, the Network provides helpful toolkits and information on anything from career development to women's health.

To reduce the risk of careers being placed on hold when families are started Hilton Foods is actively committed to enabling Leadership Development at times of maternity. We have flexed high potential development programmes to allow both pregnant women and male partners to participate in these programmes during this most important time for their families.

We continue to sponsor Meat Business Women, a global professional networking group for women working across the food industry. Our shared aim is to attract and grow diverse talent within the sector. Through this partnership, this year we have been able to offer Meat Business Women memberships to colleagues across Hilton Foods giving them access to a cross-industry mentoring programme, exclusive content and events. Given the success of Meat Business Women and to reflect our expansion into processing other proteins, in 2023/2024 we are trialling membership of Women in Food and Agriculture which will lead to an increase of external mentoring for females in our business.

We continue to raise the profile of inclusion and diversity internally, promoting local and international events, such as International Women's Day, whilst also sharing our own stories.

Hilton Foods is committed to closing the gender pay gap further, and regularly discusses the matter at Remuneration Committee meetings and the Board. We believe our industry has much more work to do in this important area, and we are determined to play our role in that

I confirm that the information provided within this report is accurate as at 5 April 2023.

Jackie Lanham
Chief People and Culture Officer
Hilton Food Group plc