

# Gender Pay Gap Report

Reporting in 2023 on 2022



# Introduction

At The Compleat Food Group we are passion about Food, but you can't make great food without great people! Our ambition is that every member of our team feels valued and that they share our passion for creating great tasting food and building a better business that has a positive impact on the world around us.

At the heart of that is a desire to create an environment where our teams feel supported and empowered to take decisions through collaboration and openness. As a business, we wholeheartedly believe in inclusion and that our workforce should reflect our wide-ranging consumer-base.

We must remember that, although the gender pay gap report gives us a great platform to begin reviewing and improving the opportunities available to men and women within our workplace, gender pay gap and equal pay are different matters. Gender pay gap is the difference in average pay between men and women in a business. This is different to equal pay, which is a legal requirement to pay men and women the same for equal or similar work.

We strongly believe that our (8.3%) mean pay gap – which is in line with the the National average mean of 8.3% (ONS Provisional data – 2022) is a strong starting position for Compleat to build upon. Our existing policies and procedures support inclusion and diversity on a gender basis, however we are still committed to do more to improve our gender pay gap and have a commitment to continue to analyse our progress throughout the year.

Inclusion and diversity is a very broad matter and gender equality is but one important part of our wider strategy. We are passionate about doing what is right for our employees and prospective employees and are fully committed to making The Compleat Food Group the employer of choice for all colleagues of all backgrounds. We are excited about reducing our gap even further through the plans we have in place.

We confirm that the data in this report is accurate.

Hayley Kingdom  
Chief People Officer

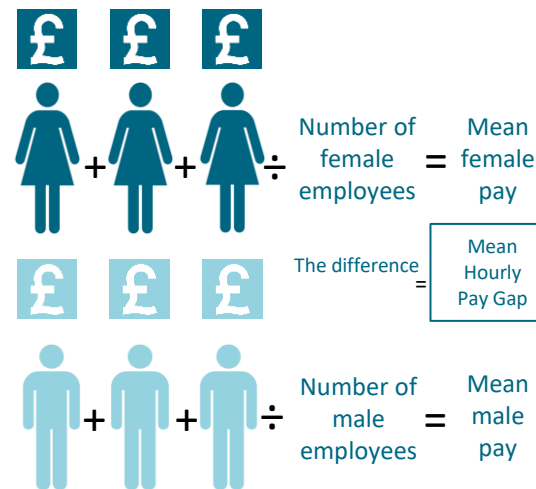
# Contents of the Report

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings (ACAS – 2018).

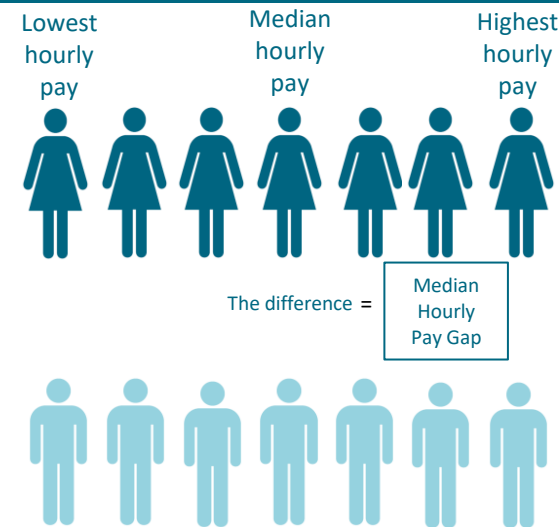
## THIS REPORT CALCULATES THE FOLLOWING

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

## CALCULATING THE MEAN



## CALCULATING THE MEDIAN



## CURRENT RANGE

- Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles).
- Each quartile will contain the same number of individuals. The regulations require us to report how many men and women are in each pay quartile expressed as a percentage within each quartile.

# The Data

The difference between men and women

	Mean	Median
Pay Gap	8.33	6.75
Bonus Pay Gap	32.49	-12.60

The proportion of male and female employees who received a bonus:

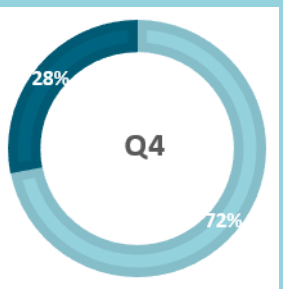
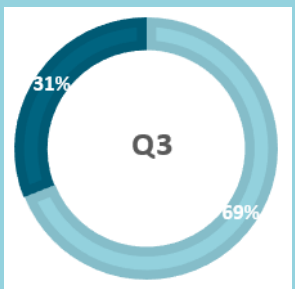
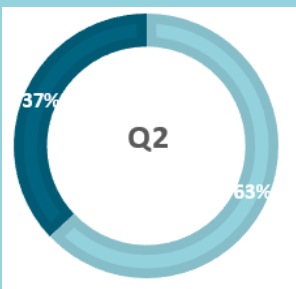
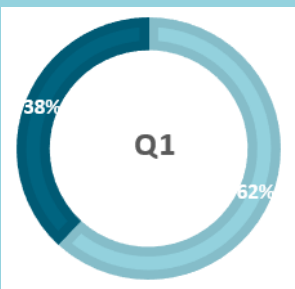


24%



17%

Proportion of male and female employees in each quartile:



# Understanding the Data

The mean hourly pay gap at The Compleat Food Group is 8.33% and the median is 6.75%. The overall UK pay gap in 2022 was Mean: 8.3% Median: 14.9% (ONS Gender Pay Gap in the UK 2022, all employees).

We are very comfortable that we do not have any issue with equal pay and that our pay programmes support equal pay practices.

Having a gender pay gap does not automatically mean there is an equal pay issue. We will continue to monitor our policies and comply with all government legislation and recommendations in this field.

Women are significantly under-represented in our technical roles, which command a pay premium owing to the complex skill-sets required. Our Engineering function is a clear example. We face the same challenge as other businesses when it comes to female representation in this area. **In the UK women make up 23% of the professionals working in core STEM in 2020 (Science, Technology, Engineering and Maths)** occupations and therefore our programmes that specifically target women are invaluable.

As we develop our policies and practices we aim to attract a lot more women into our more Senior roles.

Our mean bonus pay gap is 32.49% whereas our median bonus pay gap is -12.6%.

Our mean bonus gap is greater, this relates to our previous yearly bonus scheme which is based on performance across the Group. As we have more men than women in upper quartile roles this will mean there is a percentage gap.

We are confident that the gap is due to the higher number of men working in the roles vs women, something that we will be focusing on reducing over time. However, as we attract more female employees into our sites and centralised functions in the future the impact on our statistics maybe detrimental in the short term as most of our 'New starters' will be on entry level remuneration.

