



# Gender Pay Gap Reporting 2018

**I am pleased to be able to share our Gender Pay Gap results for 2018.**

As a responsible employer we are confident that colleagues are paid equally for comparable jobs and satisfied that progress has been made to reduce our Gender Pay Gap.

Although this is a positive step, for an organisation like ours, where we employ many more men than women and turnover is low, it is challenging to significantly impact the pay gap annually and there may be some years where change is slower than we would like.

During 2019/20 we will take further actions, including the launch of a company-wide diversity programme to ensure we continue to move in the right direction.

I can confirm that our data is accurate.



A handwritten signature in black ink that reads "David Wilkinson".

David Wilkinson  
**HR and Communications Director**  
January 2019



# Gender Pay Gap Reporting 2018

## Premier Foods Overall

\*\*As of 5th April

### HEADCOUNT\*\*



Relevant colleagues

2018 2017

4,014 4,011

Full-pay relevant colleagues

3,449 3,815

### HOURLY PAY GAP



Mean gender pay gap

2018 2017

12% 15%

Median gender pay gap

6% 10%

### BONUS PAY GAP



Mean gender pay gap

2018 2017

34% 40%

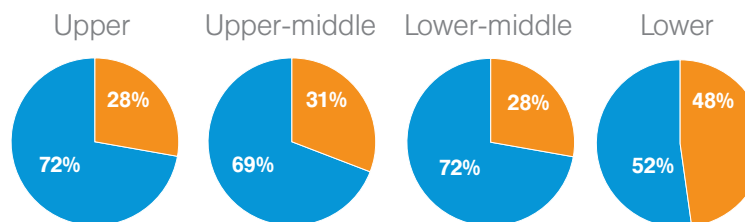
Median gender pay gap

-362% -16%

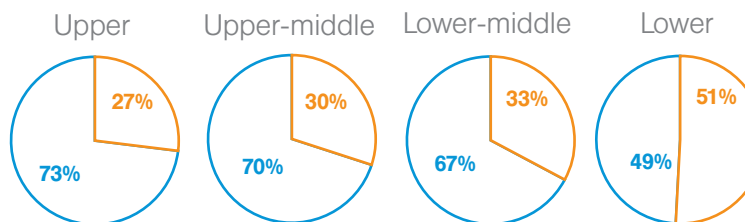
### PAY QUANTILES

Male Female

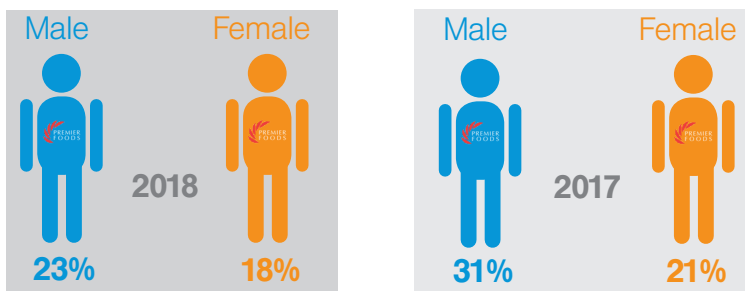
#### 2018



#### 2017



### BONUS RECIPIENTS



As a business that is proud to be straightforward and honest, we believe that although not required to do so, the true picture of our Gender Pay Gap is to report data for the whole of Premier Foods. Therefore, the data that you see on this page covers entities that employ fewer than 250 colleagues as well as those that employ more.

Overall, both our Hourly Pay Mean Gap and Hourly Pay Median Gap have reduced in 2018 (versus 2017) and we are encouraged by this.

We will continue to strive to reduce the gap that exists, however it should be noted that the legislation requires us to report in a way that can on occasions produce unusual data and so we would encourage people to look at the trend over several years in addition to the annual report.



# Gender Pay Gap Reporting 2018

## Premier Foods Group Ltd and Knighton Foods\*

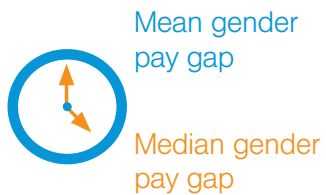
\*\*As of 5th April

### HEADCOUNT\*\*



	Knighton Foods		Premier Foods Group Ltd	
	2018	2017	2018	2017
Relevant colleagues	322	331	3,471	3,464
Full-pay relevant colleagues	296	331	2,937	3,273

### HOURLY PAY GAP



	2018		2017	
Mean gender pay gap	12%	21%	10%	10%
Median gender pay gap	2%	2%	6%	12%

### BONUS PAY GAP

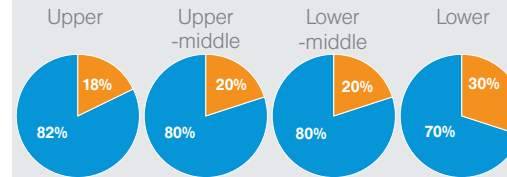


	2018		2017	
Mean gender pay gap	60%	100%	18%	14%
Median gender pay gap	-825%	100%	-467%	-7%

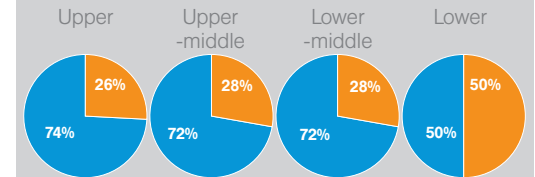
### PAY QUANTILES

Male Female

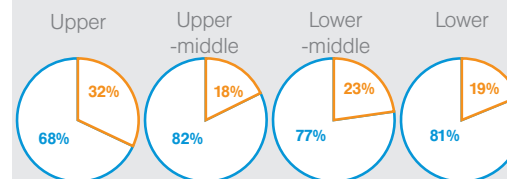
#### Knighton Foods 2018



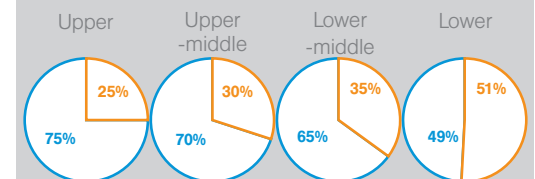
#### Premier Foods Group Ltd 2018



#### 2017

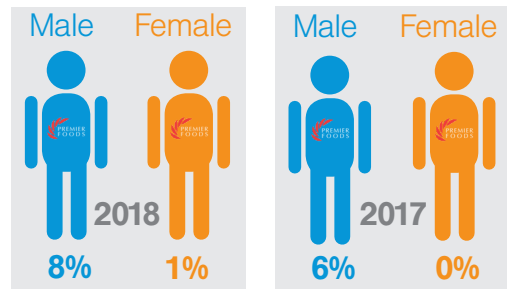


#### 2017

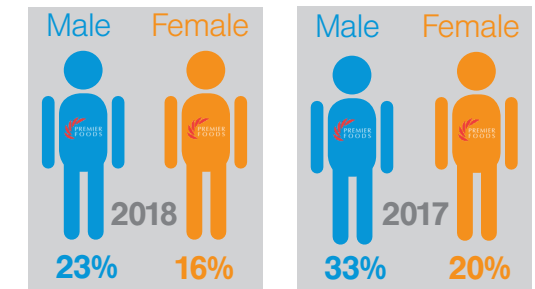


### BONUS RECIPIENTS

#### Knighton Foods



#### Premier Foods Group Ltd



\*Entities in the Premier Foods PLC Group that employ more than 250 colleagues