

Gender Pay Gap reporting 2022

We have been reporting our Gender Pay results since 2017 and this is the sixth year where I am pleased to report that the gap in our hourly pay continues to reduce.

We continue to share our 'total' company picture and not just the statutory requirement of publishing entities with more than 250 employees, as we believe this is more transparent and a more accurate reflection of our total business.

In the last 12 months the business has continued to work hard at implementing imaginative programmes that drive increased levels of Inclusion and Diversity, and we are pleased at how fast and effective we have been at driving awareness and engagement in I&D.

Although our hourly pay position has improved, our bonus gap continues to be a challenge for us. This is directly linked to the number of males we still have in our most senior roles, and whilst we are committed to change in this area it will take time to address the balance and therefore achieve a lower bonus gap.

I am also encouraged to see that since we started our Gender Pay reporting journey, we have increased the number of female colleagues in the upper/ upper middle salary quartiles by 10%, which demonstrates we are moving in the right direction and our strategy is working.

Of course, as is always the case, there is still more to do, however we are encouraged by our progress and will continue to make the areas of equality and fairness a key focus for our business.





David Wilkinson
Human Resources Director



Gender Pay Gap reporting 2022

Premier Foods Overall

Headco	ount*	2017	2018	2019	2020	2021	2022
	Relevant colleagues	4,011	4,014	4,182	4,074	4,314	4,258
TT	Full-pay relevant colleagues	3,815	3,449	3,428	3,298	3,394	3,890
Hourly I	Pay Gap						
	Mean gender pay gap	14.60%	11.70%	6.40%	8.37%	6.82%	5.62%
	Median gender pay gap	9.80%	6.10%	5.15%	4.94%	5.22%	4.00%
Bonus I	Pay Gap						
	Mean gender pay gap	40.10%	34.00%	25.22%	37.81%	13.63%	40.47%
	Median gender pay gap	-15.70%	-361.89%	-5.85%	17.66%	17.05%	9.09%

Pay Qua	artiles 2022		
Upper	Upper-middle	Lower-middle	Lower
66.56% 33.44%	64.81% 35.19%	72.84% 27.16%	51.70% 48.30%
Pay Qua	artiles 2021		
Upper	Upper-middle	Lower-middle	Lower
68.87% 31.13%	71.61% 28.39%	69.61% 30.39%	55.31% 44.69%
Pay Qua	artiles 2020		
Upper	Upper-middle	Lower-middle	Lower
71.88% 28.12%	66.42% 33.58%	74.03% 25.97%	53.16% 46.84%
Pay Qua	artiles 2019		
Upper	Upper-middle	Lower-middle	Lower
71% 29%	70% 30%	72% 28%	52% 48%
Pay Qua	artiles 2018		
Upper	Upper-middle	Lower-middle	Lower

72% 28%

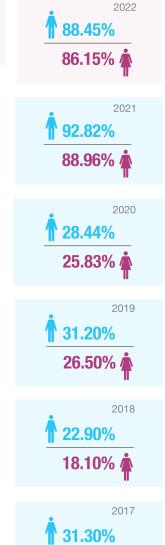
Lower-middle

Lower

Pay Quartiles 2017

Upper

Upper-middle



20.60%

Bonus Recipients



Gender Pay Gap reporting 2022

Knighton Foods

Headco	vuot*	2017	2018	2019	2020	2021	2022
- I leaded	, unit	2017	2010	2019	2020	2021	
	Relevant colleagues	331	322	329	289	283	270
T T	Full-pay relevant colleagues	331	296	306	277	276	249
Hourly	Pay Gap						
	Mean gender pay gap	21.10%	12.10%	7.20%	9.95%	12.84%	13.61%
	Median gender pay gap	2.10%	2.10%	0%	0%	1.16%	0%
Bonus I	Pay Gap						
	Mean gender pay gap	100%	59.56%	100%	-30.08%	23.32%	32.55%
	Median gender pay gap	100%	-825.15%	100%	-4.60%	0%	0%

Pay Qua	artiles 2022		†
Upper	Upper-middle	Lower-middle	Lower
87.10% 12.90%	87.10% 12.90%	77.42% 22.58%	53.97% 46.03%
Pay Qua	artiles 2021		
Upper	Upper-middle	Lower-middle	Lower
84.06% 15.94%	76.81% 23.19%	94.20% 5.80%	36.23% 63.77%
Pay Qua	artiles 2020		
Upper	Upper-middle	Lower-middle	Lower
83%	71% 29%	80%	62% 38%
Pay Qua	artiles 2019		
Upper	Upper-middle	Lower-middle	Lower
80%	81% 19%	96%	44% 56%
Pay Qua	artiles 2018		
Upper	Upper-middle	Lower-middle	Lower
82% 18%	80%	80% 20%	70%

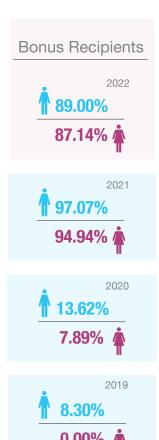
Pay Quartiles 2017

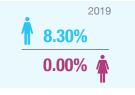
Upper-middle

Lower-middle

Lower

Upper











Gender Pay Gap reporting 2022

Premier Foods Group Ltd

Headco	unt*	2017	2018	2019	2020	2021	2022
		2017	2010	2013	2020	2021	
	Relevant colleagues	3,464	3,471	3,618	3,533	3,711	3,721
TT	Full-pay relevant colleagues	3,273	2,937	2,888	2,778	2,864	3,392
Hourly	Pay Gap						
	Mean gender pay gap	10.00%	10.30%	8.30%	9.13%	7.02%	6.27%
	Median gender pay gap	12.20%	6.40%	6.40%	4.39%	7.03%	5.32%
Bonus I	Pay Gap						
	Mean gender pay gap	14.10%	17.50%	-2.89%	24.75%	13.63%	29.63%
	Median gender pay gap	-7.10%	-467.14%	-4.63%	47.87%	17.05%	9,09%

Pav Qua	artiles 2022						
Upper	Upper-middle	Lower-middle	Lower				
69.69% 30.31%	63.09% 36.79%	71.34% 28.66%	52.59% 47.41%				
Pay Qua	artiles 2021						
Upper	Upper-middle	Lower-middle	Lower				
71.65% 28.35%	71.51% 28.49%	69.27% 30.73%	56.15% 43.85%				
Pay Quartiles 2020							
Upper	Upper-middle	Lower-middle	Lower				
74% 26%	64% 36%	76% 24%	53% 47%				
Pay Qua	artiles 2019						
Upper	Upper-middle	Lower-middle	Lower				
73% 27%	71% 29%	70% 30%	53% 47%				

Pay Quartiles 2018

Pay Quartiles 2017

Upper-middle

Upper-middle

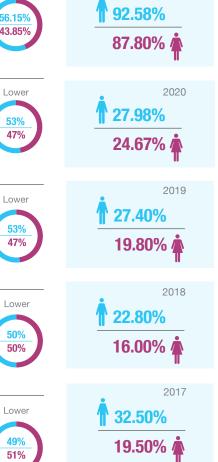
Lower-middle

28%

Lower-middle

Upper

Upper



Bonus Recipients

1 88.87%

86.11%

2022