



Gender Pay Gap reporting 2023

We have been reporting our Gender Pay results for seven years now and over this period, we are happy with the consistent progress that has been made in several areas, notably the key measures of mean hourly pay and bonus gap, which are both significantly lower than when we started to measure them.

As a business we are also pleased to see that over the same period, the number of female colleagues in the upper pay quartile has steadily increased, a reflection of the investment we have made in our I&D strategy, as well as the commitment from our colleagues right across the organisation, to make us an even more inclusive place to work.

With a long-term programme such as this, progress in some years may be slower and last year is a good example, where although our bonus gap reduced, we saw a slight increase in our pay gap.

Whilst we are of course disappointed, we remain focussed on the overall picture, which shows an improving trend across all the key metrics.

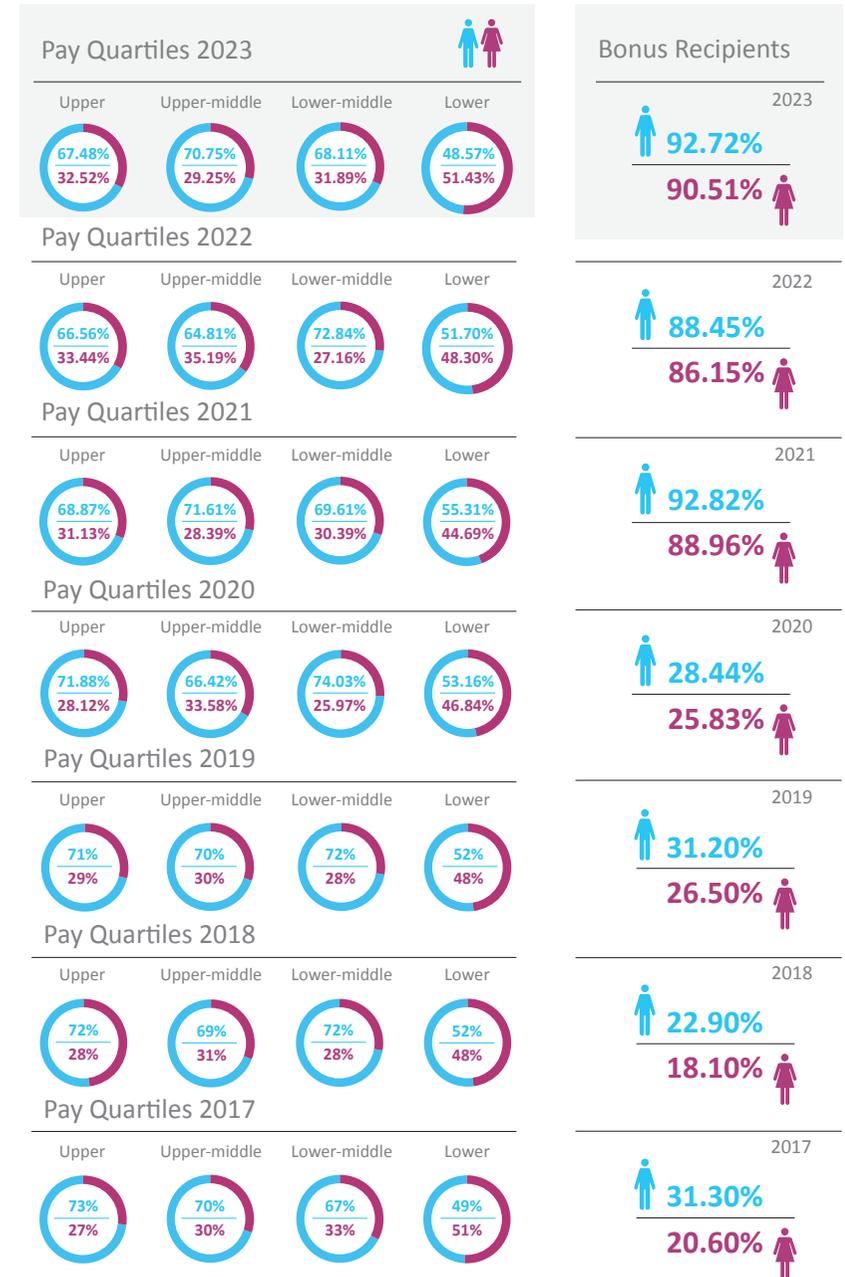
Premier Foods is committed to eliminating gender pay gaps and we have a wide range of actions and initiatives in place to support this. It is however important to recognise, as we have said in the past, that progress will not be overnight, and we must continue to focus on the long-term strategy, which so far has brought us positive results.

A handwritten signature in white ink, appearing to read "David Wilkinson".



David Wilkinson
Human Resources Director

Headcount*	2017	2018	2019	2020	2021	2022	2023
 Relevant colleagues	4,011	4,014	4,182	4,074	4,314	4,258	4,044
 Full-pay relevant colleagues	3,815	3,449	3,428	3,298	3,394	3,890	3,788
Hourly Pay Gap							
 Mean gender pay gap	14.60%	11.70%	6.40%	8.37%	6.82%	5.62%	6.90%
 Median gender pay gap	9.80%	6.10%	5.15%	4.94%	5.22%	4.00%	5.27%
Bonus Pay Gap							
 Mean gender pay gap	40.10%	34.00%	25.22%	37.81%	13.63%	40.47%	29.26%
 Median gender pay gap	-15.70%	-361.89%	-5.85%	17.66%	17.05%	9.09%	0.00%



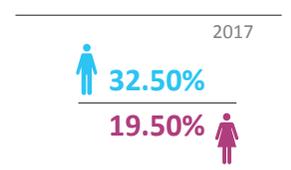
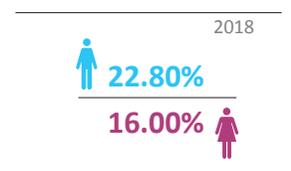
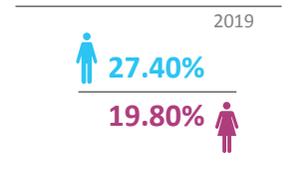
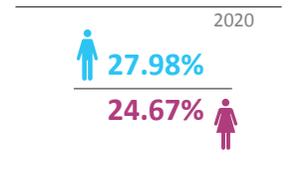
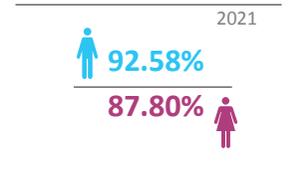
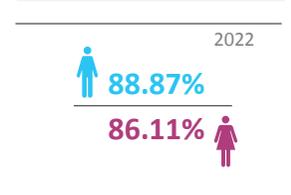
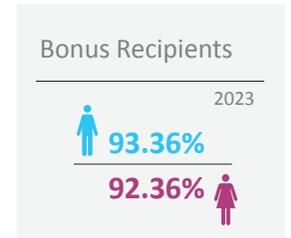
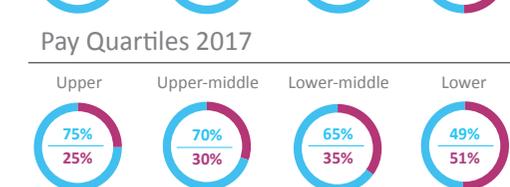
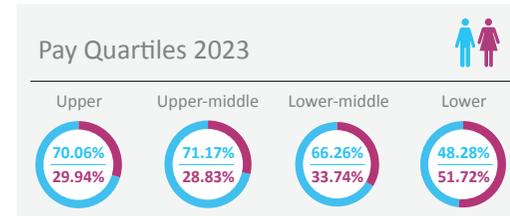
*As of 5th April.

Headcount*	2017	2018	2019	2020	2021	2022	2023
 Relevant colleagues	331	322	329	289	283	270	282
 Full-pay relevant colleagues	331	296	306	277	276	249	241
Hourly Pay Gap							
 Mean gender pay gap	21.10%	12.10%	7.20%	9.95%	12.84%	13.61%	11.22%
 Median gender pay gap	2.10%	2.10%	0.00%	0.00%	1.16%	0.00%	2.26%
Bonus Pay Gap							
 Mean gender pay gap	100%	59.56%	100%	-30.08%	23.32%	32.55%	38.35%
 Median gender pay gap	100%	-825.15%	100%	-4.60%	0.00%	0.00%	0.00%



*As of 5th April.

Headcount*	2017	2018	2019	2020	2021	2022	2023
 Relevant colleagues	3,464	3,471	3,618	3,533	3,711	3,721	3,470
 Full-pay relevant colleagues	3,273	2,937	2,888	2,778	2,864	3,392	3,261
Hourly Pay Gap							
 Mean gender pay gap	10.00%	10.30%	8.30%	9.13%	7.02%	6.27%	7.84%
 Median gender pay gap	12.20%	6.40%	6.40%	4.39%	7.03%	5.32%	6.97%
Bonus Pay Gap							
 Mean gender pay gap	14.10%	17.50%	-2.89%	24.75%	13.63%	29.63%	24.66%
 Median gender pay gap	-7.10%	-467.14%	-4.63%	47.87%	17.05%	9.09%	0.00%



*As of 5th April.

Headcount*

2023



Relevant colleagues

263

Full-pay relevant colleagues

259

Hourly Pay Gap



Mean gender pay gap

14.66%

Median gender pay gap

11.78%

Bonus Pay Gap



Mean gender pay gap

36.38%

Median gender pay gap

15.14%

Pay Quartiles 2023



Upper



Upper-middle



Lower-middle



Lower



Bonus Recipients

2023



82.01%

75.00%



*As of 5th April. **2023 marks the first year we are reporting on Premier Foods Group Services as there are now 250+ colleagues in the entity.