

Gender Pay Gap Reporting 2020

As is our normal approach, we are reporting on the two entities where Premier Foods employs over 250 colleagues. In addition, we are including the results for all entities combined, regardless of whether more or less than 250 colleagues are employed, to give a picture for the total organisation.

Since gender pay reporting was introduced four years ago, we have made steady progress in reducing our overall gender pay gap, with some years seeing more marked progress than others. Our reporting for 2020 sees this progress slow and we are disappointed that we have not improved either our hourly or bonus pay gap.

However, we are not disheartened by this. We know we are making progress in several key areas, through senior leader sponsorship and our innovative inclusion and diversity strategy, but any changes as a result of the programmes that we are creating may take time to filter through into positive results.

Premier Foods is more committed than ever to creating a workplace where we have more women filling more senior management positions and the pay gap between women and men is eradicated.

audia



David Wilkinson
**HR and Communications
Director**
January 2021



Gender Pay Gap Reporting 2020

Premier Foods Overall

Headcount*

2020 2019 2018

*As of 5th April



Relevant colleagues

4,074 4,182 4,014

Full-pay relevant colleagues

3,298 3,428 3,449

Hourly Pay Gap



Mean gender pay gap

8% 6% 12%

Median gender pay gap

5% 5% 6%

Bonus Pay Gap



Mean gender pay gap

38% 25% 34%

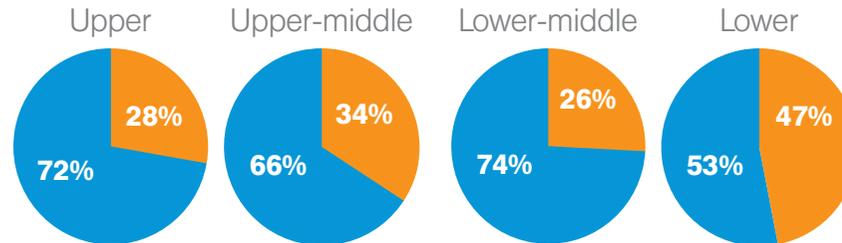
Median gender pay gap

18% -6% -362%

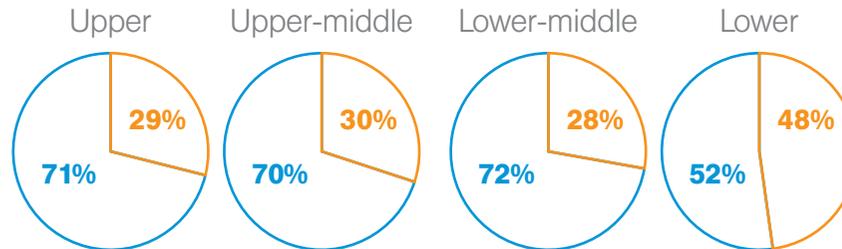
Pay Quartiles

Male Female

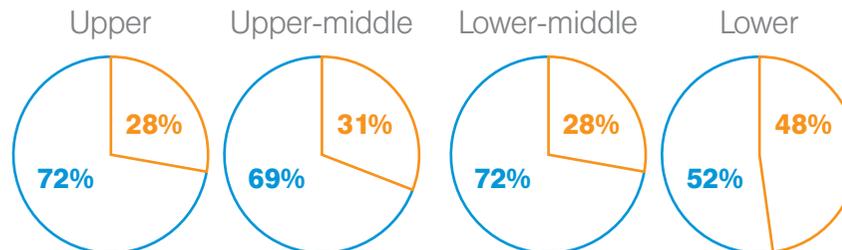
2020



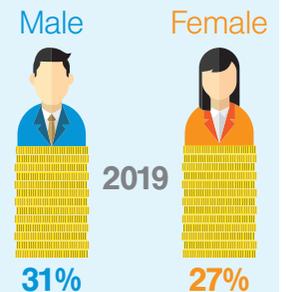
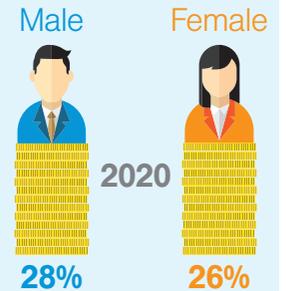
2019



2018



Bonus Recipients



Headcount*

2020 2019 2018



Relevant
colleagues

289 329 322

Full-pay relevant
colleagues

277 306 296

Hourly Pay Gap



Mean gender
pay gap

10% 7% 12%

Median gender
pay gap

0% 0% 2%

Bonus Pay Gap



Mean gender
pay gap

-30% 100% 60%

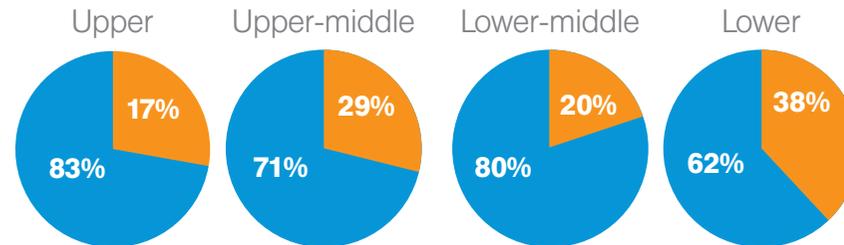
Median gender
pay gap

-5% 100% -825%

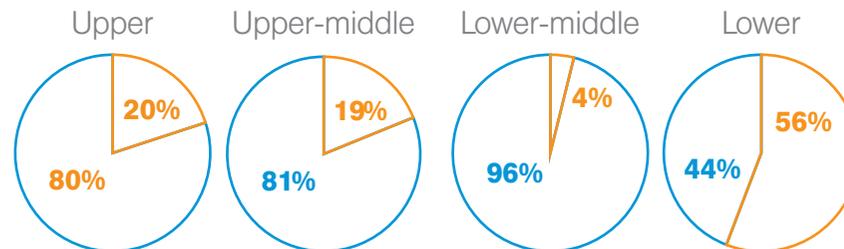
Pay Quartiles

Male Female

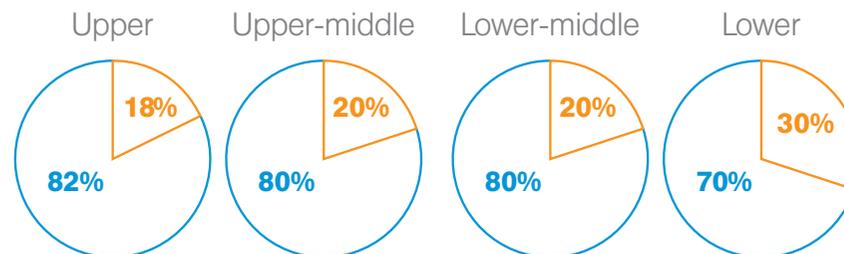
2020



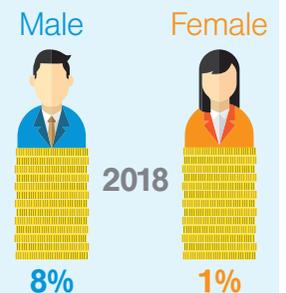
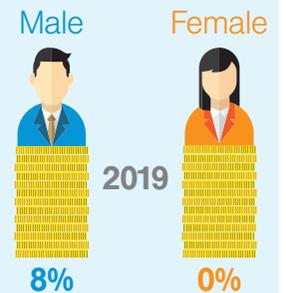
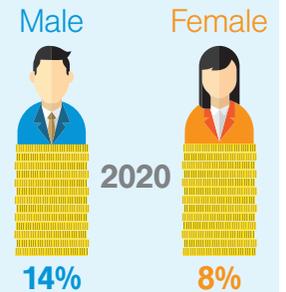
2019



2018



Bonus Recipients





Gender Pay Gap Reporting 2020

Premier Foods Group Ltd

Headcount*

2020 2019 2018

*As of 5th April



Relevant colleagues

3,533 3,618 3,471

Full-pay relevant colleagues

2,778 2,888 2,937

Hourly Pay Gap



Mean gender pay gap

9% 8% 10%

Median gender pay gap

4% 6% 6%

Bonus Pay Gap



Mean gender pay gap

25% -3% 18%

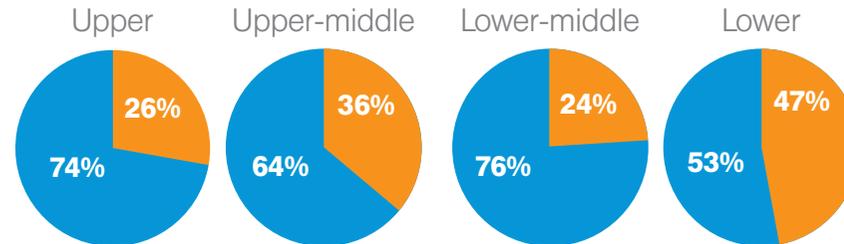
Median gender pay gap

48% -5% -467%

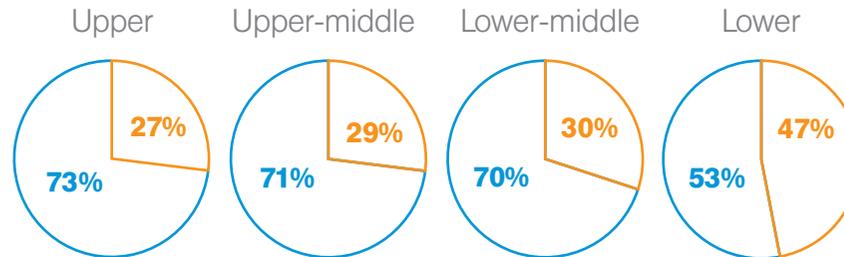
Pay Quartiles

Male Female

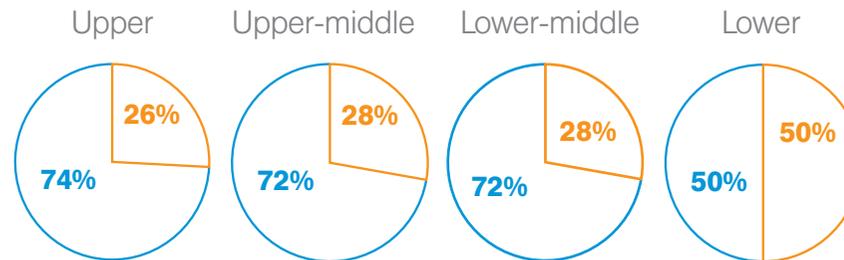
2020



2019



2018



Bonus Recipients

