



Gender Pay Gap Report 2020



Due to the Coronavirus pandemic, our 2020 report and statistics was released in conjunction with the 2021 report.

Calculating the Gender Pay Gap

The UK Government's Gender Pay Gap legislation requires that all companies in Great Britain with more than 250 employees publish their gender pay gap on an annual basis.

McCain Foods (GB) Ltd employs over 1,600 people across Great Britain, and in this report, we share a range of statistics and analysis for the April 2019 results.

THE DIFFERENCE BETWEEN THE GENDER PAY GAP AND EQUAL PAY

Equal Pay is the legal right for men and women to receive the same payment for doing the same or similar jobs, and we have a grading system in place to ensure this. Whereas the **gender pay gap** is the difference in average pay between men and women within an organisation. The key statistics used for this are:

Mean gender pay gap

The mean gender pay gap is the difference in average hourly pay for women compared to men.

Median gender pay gap

To find the median gender pay gap, the hourly pay of all men and women within an organisation is ordered from smallest to largest in two separate lists. The hourly pay of the middle woman is then compared to that of the middle man.



McCain: Our Gender Pay Statistics

In line with the UK government's Gender Pay Gap regulation, our 2020 analysis shows the following:

Gender pay gap

MEDIAN PAY GAP

6.7%

MEAN PAY GAP

8.5%

National Median Pay Gap – 17.3%*

Gender bonus pay gap

MEDIAN BONUS PAY GAP

26%

MEAN BONUS PAY GAP

62%

Proportion of men & women receiving a bonus



42%

of women received a bonus



31%

of men received a bonus

2020 – Understanding our gender pay gap

At McCain Foods (GB) Ltd, the mean gender pay gap is **8.5%** and the median gender pay gap is **6.7%**. The median is lower than the national average of **17.3%**, released by the Office of National Statistics.

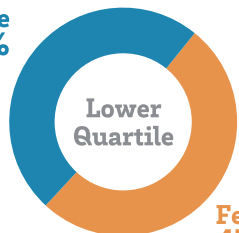
When compared to 2019, the statistics are relatively similar with marginal improvements in the mean pay gap and bonus gap.

As reported previously, a key factor in our business, which influences the gender pay gap, is that men occupy a higher proportion of senior roles and this has remained the same year-on-year.

Proportion of men & women in each pay quartile

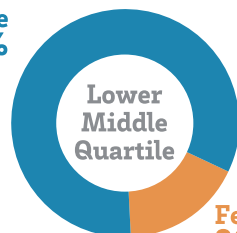
Quartiles represent the pay rates from lowest to highest for our employees, split into four equal sized groups. The percentage of men and women in each quartile is shown on the charts below:

Male 53%



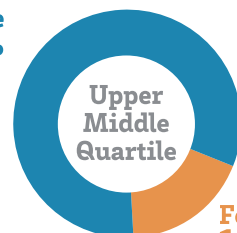
Female 47%

Male 80%



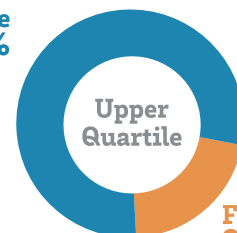
Female 20%

Male 81%



Female 19%

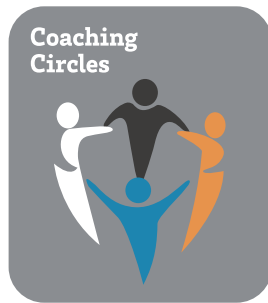
Male 77%



Female 23%

Reducing the gender pay gap

We are committed to reducing our gender pay gap and we have implemented many initiatives to promote diversity and inclusion throughout our business. Initiatives to reduce the gender pay gap will take time to make an impact and we have highlighted some of the key ones below for our business:



Declaration

I confirm that the information and data reported, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2018, are accurate.

Helen Watts

Human Resources Director, McCain Foods (GB) Ltd

