

2023

GENDER PAY GAP STATEMENT



Samworth Brothers

QUALITY FOODS

THE SAMWORTH WAY

Our purpose 'doing GOOD things with GREAT food' means that we welcome new colleagues into our family with open arms. One of our values, 'we are a family' states that 'we appreciate, encourage, and treat one another like family, no matter who we are or where we are from. Everyone is welcomed and supported.' Within our culture framework we have set out clear commitments to bring our purpose and values to life in our actions across Samworth Brothers to create a fully inclusive workplace for all of our colleagues.

We track our progress by measuring the internal progression rate with a target of 70% of roles to be filled internally. Every colleague is expected to have a performance enhancement conversation with their line manager and agree an annual development plan. Colleagues can also have their say anonymously and confidentially in our annual people survey. Local management teams then build action plans based on this feedback to make improvements. We have quality induction programmes and buddy support systems to help new colleagues settle in.

Our 'Leading the Samworth Way' workshops help our managers understand how they should lead in line with our purpose, values, and culture framework. 90% of our Team Leaders, Managers and Leaders have now attended this programme. Our new reverse mentoring programme 'Window into my World', which is being launched in 2024, will allow individuals from around the business to learn from other colleagues who may have very different lived experiences and perceptions.



2023 GENDER PAY GAP STATEMENT

At Samworth Brothers we believe everyone should have the opportunity to reach their full potential and we strive very hard to achieve this. We have a range of initiatives in place to champion gender diversity and equal reward, considering many aspects such as ways of working, recruitment, ensuring retention and offering career progression.

Our overall median gender pay gap in 2023 is 8.6% and our overall mean gender pay gap is 6.7%, compared to the UK median average of 14.3% and UK mean average of 13.2%*.

While we are ahead of the UK average, we are committed to continuing to further improve equality in our workforce. From a gender perspective, 30% of our directors, 31% of our managers, 44% of our salaried colleagues and 34% of our weekly colleagues are female.

The number of female executives with a direct reporting line to a Group Executive Board member was 44% in March 2024 (up from 37% in February 2021 and 28% in 2019).

In October 2023 we set up a cross-business and cross-functional Diversity & Inclusion Project team and we are members of the Grocery Aid Diversity in Grocery programme.

We have an on-going action plan to ensure there is continued progress in this area and look forward to providing a further update in 2025.



A handwritten signature in black ink that reads "Joanne Werth".

Joanne Werth
Group People Director
Samworth Brothers

All companies with 250 or more employees are required to publish their gender pay gap information under legislation that came into force in April 2017.

Companies have to publish the gap in pay between men and women on both a median basis (the difference between the midpoints in the ranges of men's and women's hourly pay) and a mean basis (the difference between the average hourly pay between male and female staff).

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

*Office of National Statistics, Gender Pay Gap in the UK 2023 (issued February 2024)

GENDER PAY GAP

Gap in pay between men and women

HOURLY PAY

Median

9%

Mean

7%

GENDER BONUS GAP

Median

12%

Mean

23%

PROPORTION OF COLLEAGUES RECEIVING A BONUS FOR 2023

Male

79%

Female

80%

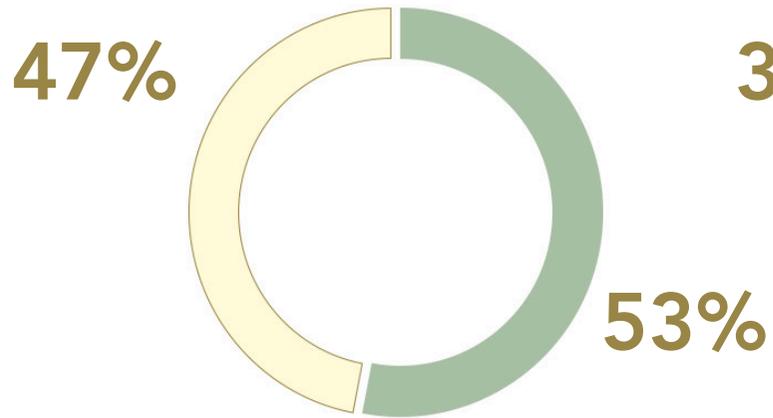
The data illustrates our median and mean gender pay gap at the snapshot date of 5th April 2023. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles. Our gender pay gap in 2023 of 8.6% (median) and 6.7% (mean) is well below the UK average of 14.3% (median) and 13.2% (mean).

The proportion of male/female colleagues in receipt of a bonus in 2022 was 78.7% of men and 80.2% of women.

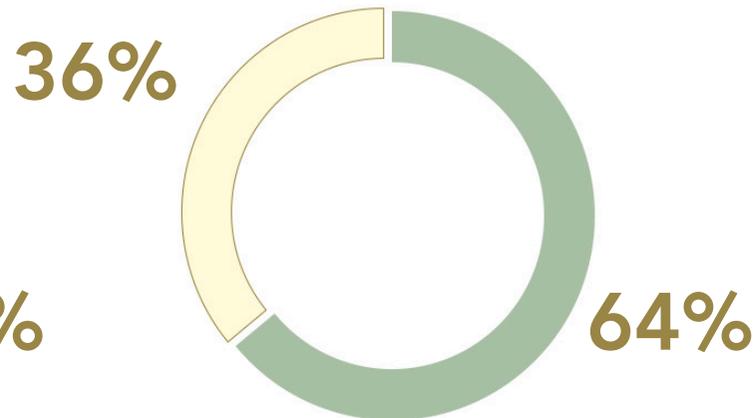


GENDER DISTRIBUTION BY PAY QUARTILE

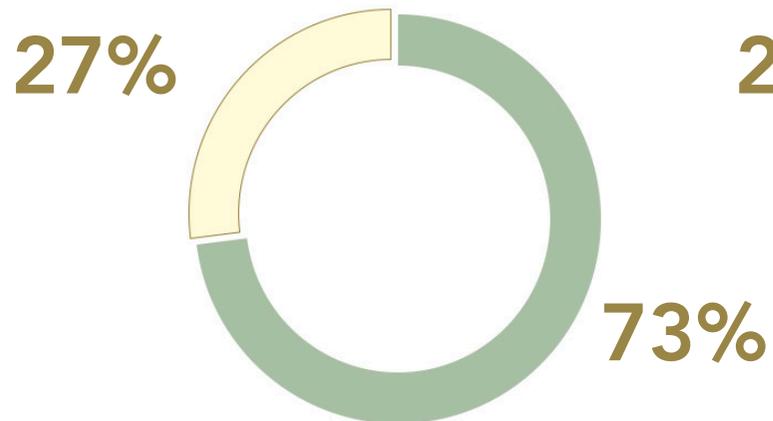
QUARTILE 1



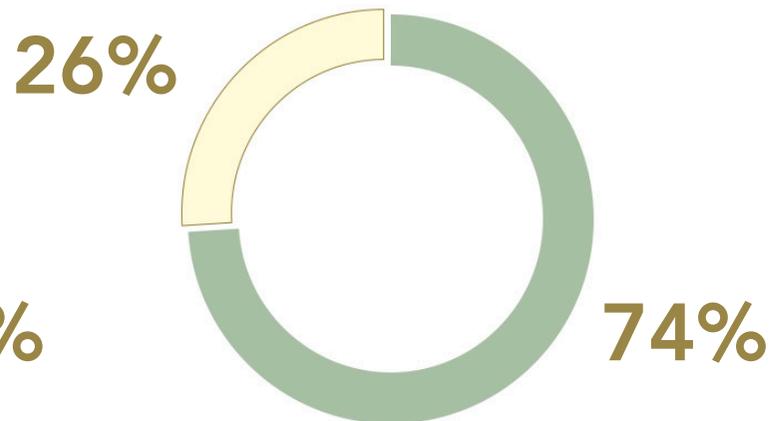
QUARTILE 2



QUARTILE 3



HIGHEST QUARTILE



WOMEN

MEN

