



# MISSION FOODS UK & IRELAND

# 2023 GENDER PAY REPORT



## WELCOME TO OUR 2023 GENDER PAY REPORT

Mission Foods UK Limited is a leading manufacturer of wraps, pittas, nans, kits, and Tortilla Chips with over 600 UK employees. Having a workforce that is diverse and inclusive is essential for a modern, sustainable, and successful business. We believe that to be best in class and totally consumer focused, we need a balance of genders so that we can benefit from a diversity of leadership styles, thoughts, and teamwork.

We live and breathe our Mission Values of Commitment, Perseverance, Effort and Significance.

“It is our **COMMITMENT** to building lasting relationships that supports the well-being of our workforce. Through **PERSEVERANCE** we can overcome challenges and continuously adapt and improve. We believe that the **EFFORT** of our teams will deliver results to be proud of and that our actions have real **SIGNIFICANCE** in providing a better future for us all.”

### **OUR JOURNEY, OUR MISSION**

The power of our diversity is crucial in ensuring these values remain deeply rooted and in making Mission Foods a great place to work.





## Gender Pay Gap

This report summarises our Gender Pay Gap which is the difference in average earnings between men and women across all roles. When viewing our gender pay gap analysis which was generated using data on 12<sup>th</sup> February 2024, it is important to recognise the Company does not pay men and women different rates of pay for doing the same or equal jobs. We have a clear pay structure that is based solely on skills and capability.

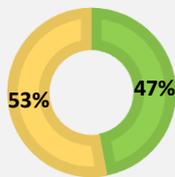
Slight changes in the lower quartile, due to a larger influx of male applicants, reflect the specific requirements and demands of the roles within this quartile, which may be more suited to certain demographics based on factors such as scheduling flexibility and job preferences.

On the skilled roles, when we have candidates that are equally matched in terms of qualifications and suitability for a role, we adopt a proactive and strategic perspective on the gender mix within our current team.

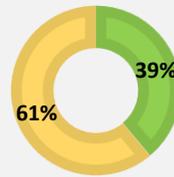
While ensuring that merit remains the primary criterion for selection, we also consider the gender composition of our existing workforce. This allows us to make informed decisions that contribute to maintaining a balanced gender representation across our teams. It's important to emphasise that our consideration of gender mix is not discriminatory in nature. Instead, it reflects our commitment to fostering diversity and inclusivity within our organisation.

### Pay Quartiles by Gender

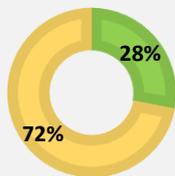
#### LOWER



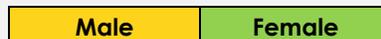
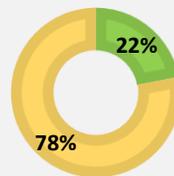
#### LOWER MIDDLE



#### UPPER MIDDLE



#### UPPER



Quartile	Upper	Upper middle	Lower middle	Lower
<b>Female</b>	22.00%	28.00%	39.00%	47.00%
<b>Male</b>	78.00%	72.00%	61.00%	53.00%



As of the snapshot date (12/02/2024), the table below shows our overall mean and median gender pay gap based on hourly rates of pay. The percentage shown is the difference in overall mean and median pay and bonus between men and women:

<b>Mean Pay Gap</b>	<b>Median Pay Gap</b>
13.00%	6.00%

Across the two Mission Foods manufacturing plants in the UK our mean gender pay gap is 13%.

Our gender pay gap percentage has improved compared to last year, which is a testament to our ongoing commitment to fostering equality in the workplace. This positive shift underscores our dedication to addressing and rectifying any disparities that may exist. It reflects the tangible results of our focused efforts, continual evolution, and relentless pursuit of progress in this crucial area. While there's still work to be done, this improvement signifies that we're moving in the right direction, and it motivates us to keep pushing forward to achieve even greater equality in our organisation.

Our overall efforts in the UK will continue with the work we have started. We aim to promote diversity and embed a culture of gender equality across our business. We continue to be specifically focused on this area to ensure that women are not only treated fairly, but that they are also given the opportunity and encouragement to progress into senior roles.

We are committed to the following initiatives and will persist in our efforts over the next 12 months:

- Prioritising gender diversity within our leadership development programs, implementing strategies to empower staff irrespective of gender.
- Continuously monitoring diversity performance to report regularly during our Monthly Leadership Meetings, with a specific focus on ensuring gender representation in decision-making processes.
- Conducting a thorough review of succession planning from a gendered perspective to identify and eliminate any obstacles hindering female advancement.
- Guaranteeing fairness in our performance evaluation procedures by eliminating gender bias through the calibration of the annual reward review.
- Emphasising gender diversity in our apprenticeship programs during the hiring process.
- Incorporating gender-neutral language in our recruitment procedures and ensuring our advertising appeals to individuals of all genders.
- Widening the candidate pool by advertising roles internally.
- Ensuring that diverse panels are involved in recruiting decisions. We remain dedicated to fostering an inclusive workplace, striving to provide opportunities that enable individuals to build fulfilling careers at any life stage. We are proud to already have exemplary male and female role models within our organisation.



### **Our Commitment**

We are committed to being an inclusive business – which is why we will continue to actively drive our diversity and inclusion strategy, guided by our values that are underpinned by respect. We are confident that achieving a change in our gender balance is the right place to start to reduce our gender pay gaps. We will also continue to consider all our practices to ensure we best reflect the general population and build a truly inclusive culture.

### **DECLARATION**

I hereby confirm that the information provided in this report to be accurate, and the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

If you have any additional questions with regards to the above, or would like further information, please contact the HR Department.

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