

## Gender Pay Gap Narrative – AB World Foods Ltd

We conducted a gender pay gap review in 2018, in line with legislation. The figures outlined below are accurate and show both the mean and median differential in pay and bonus between genders across AB World Foods Ltd as on 5<sup>th</sup> April 2018.

The AB World Foods Ltd mean gender pay gap is -6.6% in favour of women, compared to the 2017 UK mean pay gap of 14.5% in favour of men.

We remain committed to being pro-active in continuously improving and promoting the position of women within our organisation.

	Mean *	Median **
Gender Pay Gap	-6.6%	-11.1%
Gender Bonus Gap	19.1%	-23.3%

*\*The mean pay gap is the difference between average hourly earnings of men and women.*

*\*\*The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes each person's pay and lines them up in order from lowest to highest, and compares the pay at the midpoint.*

	Male	Female
% of Employees in receipt of a bonus	82.9%	85.9%

	Male	Female
Upper Quartile	54.7%	45.3%
Quartile 3	60.6%	39.4%
Quartile 2	67.0%	33.0%
Lower Quartile	66.0%	34.0%

Our pay data reflects that we have balanced representation of males and females working at different levels within our organisation, in particular a relative equal gender split within our more senior roles. A point to note is our current Board representation of males & females (4:2) disproportionately impacts our mean bonus data.

We believe there is sustainable competitive advantage in having a diverse talent pool and cultivating an inclusive working environment where everyone can perform to their best. We work hard to ensure that our leaders are well trained in all aspects of people management and have an active programme in place to support women in management positions specifically. Our internal HR policies and practices are designed to help us attract, develop and retain talented individuals irrespective of age, gender, sexual orientation, ethnicity or other characteristics. Our collective leadership commitment is to make AB World Foods a great place to work, grow and develop for all our employees.

We confirm that to our knowledge and understanding the data and information in this report is factually correct.

**Andy Mayhew**

Managing Director – AB World Foods Ltd

**Carole Lindsay**

HR Director – AB World Foods Ltd