

## Gender Pay Gap Narrative

We conducted a gender pay gap review in 2020, 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 2020.

The AB World Foods Ltd mean gender pay gap is -4.6% in favour of women.

We continuously review our practices to ensure that we take a fair approach in the way we pay all of our employees.

	Mean *	Median **
Gender Pay Gap	-4.6%	-10.1%
Gender Bonus Gap	-8.7%	-16.8%

\*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	85%	84.8%

	Male	Female
Upper Quartile	53.4%	46.6%
Quartile 3	62.5%	37.5%
Quartile 2	66.7%	33.3%
Lower Quartile	59.2%	40.8%

Our pay data reflects that we have balanced representation of males and females working at different levels within our organisation, in particular a relatively equal gender split within our more senior roles.

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 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.

*andy mayhew*

**Andy Mayhew**

Managing Director – AB World Foods Ltd

*Carole Lindsay*

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HR Director – AB World Foods Ltd

Our people are what makes us special