

# Allied Bakeries & Speedibake

## Our Inclusive Business

Allied Bakeries and Speedibake sit within ABF's Grocery Group and form part of ABF Grain Products Limited and for the purposes of Gender Pay Gap Reporting, the results are reported as one entity.

A strong workforce - achieved through the recruitment, development, reward and retention of the right people in the right roles - is a vital part of how we operate. Our vision for that workforce is to create an environment where they can bring their whole self to work and can realise their potential without barriers. Over the last year we have:

- rolled out training and awareness for all our teams covering Hidden Disabilities, Unconscious Bias and Allyship
- continued to develop and implement actions resulting from our employee wide survey and held listening groups for over 1,000 colleagues from across the organisation to understand the feedback on how we operate
- enhanced our Maternity Leave and introduced a Fertility Policy
- introduced Carers Leave across the Organisation
- enhanced our approach to Reward and Recognition introducing 'Spot Awards' a tool designed for Line Managers to instantly recognise and reward great work and behaviours

We continue to look for ways to improve our inclusiveness and over the next year will be launching our approach to Blind recruitment across the entire business.

## What is the Gender Pay Gap?

The gender pay gap is the difference between the average hourly pay of men and women. Various factors influence the gap such as the types of role women undertake and the demographics of the people in the company. This gender pay gap is different from equal pay, equal pay is where men and women are paid equal rates of pay for performing the same or similar roles.

## Data

Our population is made up as follows:

|        | Allied Bakeries | Speedibake | Total | %     |
|--------|-----------------|------------|-------|-------|
| Men    | 2040            | 249        | 2,289 | 83.2% |
| Female | 393             | 55         | 448   | 16.8% |
| Total  | 2,433           | 304        | 2,737 |       |

Over the last year there has not been any significant fluctuation in numbers of employees across the business.

### Definitions

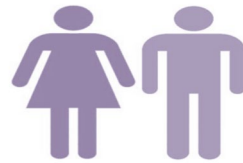
*The mean pay gap is the difference between average hourly earnings of men and women*

*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.*

## Pay

**Mean** - The mean gender pay gap is the difference between the average pay of men and women in a company.

**Median** - The median pay gap is the difference between midpoints in the range of hourly pay for men and women, it takes each person's pay, lines them up from lowest to highest, then compares the pay at the midpoint.



### **Mean Gender Pay Gap is -6%**

- the mean figure is biased towards women; this is reflective of the fact that our front line roles which are generally lower paid are predominantly carried out by men.

Comparatively, this gap has closed vs last year's data.

### **Median Gender Pay Gap is 1.5%**

- at the midpoint, women's pay is 1.5% lower than that of men at the midpoint. This is a reduction of 1.2% compared to last year's data.

#### *Definitions*

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## Bonus Pay Gap

**Mean Bonus Pay Gap -42%**

**Median Bonus Pay Gap -823.7%**

**% Employees Receiving a Bonus**                      **Male 13.4%**                      **Female 16.5%**

Overall a higher percentage of women received a bonus than men; our bonus number is made up of loyal service awards and recruitment bonuses as well as a company incentive plan. There is a higher number of men in the business who have received the loyal service or recruitment bonus which is of a lower value than the incentive plan and drives the median bonus pay gap which is not reflective of the 'real gap'. Removing these gives a mean bonus pay gap of 8%.

## Pay Quartiles

% of Employees in each pay quartile

|                       | <b>Male</b> | <b>Female</b> |
|-----------------------|-------------|---------------|
| Upper Quartile        | 80.7%       | 19.3%         |
| Upper Middle Quartile | 88.7%       | 11.3%         |
| Lower Middle Quartile | 86.7%       | 13.3%         |
| Lower Quartile        | 78.4%       | 21.6%         |

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