

GENDER PAY GAP REPORT 2023

Snapshot Date: 5th April 2023





INTRODUCTION

Established in 1979, Pilgrim Foodservice is a family-run business dedicated to providing top-quality food service solutions while nurturing a culture of trust, respect, and inclusivity. Our commitment to putting people first, both within our business and among our valued customers, is the cornerstone of everything we do.

Pilgrim Foodservice strives to foster an environment where every individual is empowered to thrive, regardless of gender. We recognise that achieving gender equality is essential for driving innovation and fostering a dynamic work environment.

In this Gender Pay Gap Report, we aim to transparently share and address any disparities that may exist within our business. We are dedicated to equality and pledge to take meaningful action to ensure that all individuals are given equal opportunities to succeed and thrive within our company.

At Pilgrim Foodservice, we firmly believe that diversity is our greatest strength, and we remain committed to creating a workplace where everyone has the opportunity to reach their full potential.

GENDER PAY GAP REPORTING

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th of April each year. The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2023).
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2023).
- Proportion of men and women receiving a bonus payment.
- Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts). The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

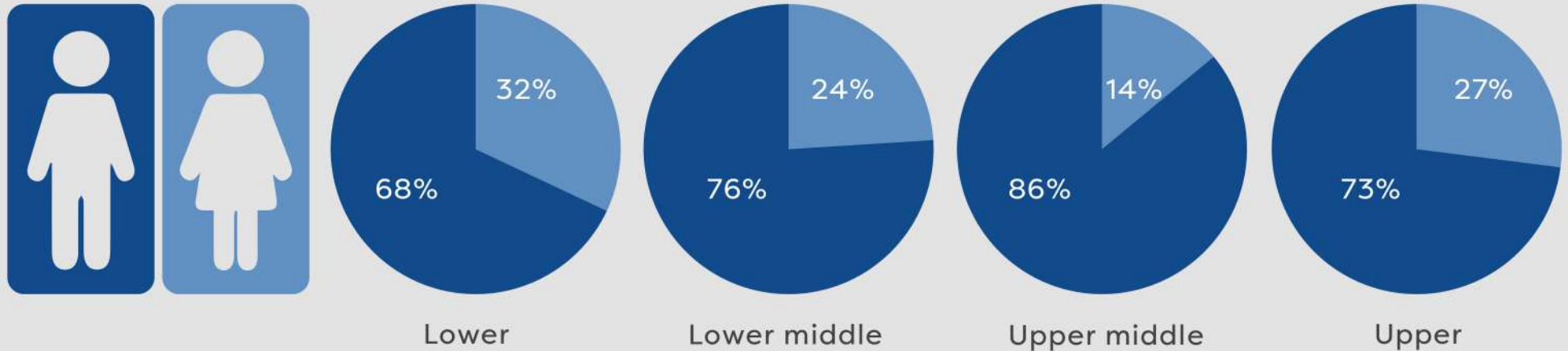
The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the woman in the middle compared to that of the man in the middle.

The mean pay gap is the difference in the average hourly pay for one group compared to the other, within our business (men compared to women).

GENDER PAY GAP REPORTING

The Gender Pay Gap data for Pilgrim Foodservice is as follows:

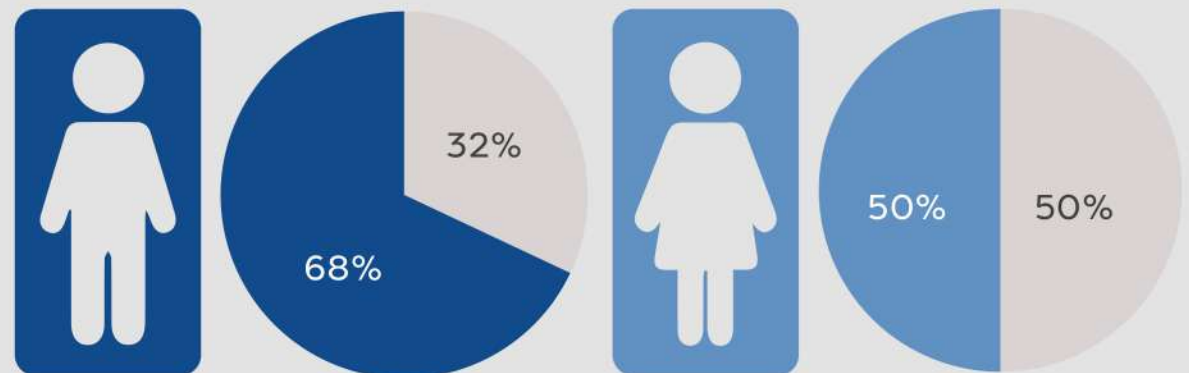
SALARY QUARTILES



MEAN AND MEDIAN PAY AND BONUS GAP

	Mean (Average)	Median (Average)
Gender Pay Gap	- 4.6%	4.1%
Gender Bonus Gap	- 12.1%	- 158.9%

PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS:



OUR FOCUS

In assessing our gender pay gap, Pilgrim Foodservice places a significant focus on three key areas: recruitment, progression, and development opportunities.



RECRUITMENT

Our recruitment processes are designed to attract a wide pool of talent, ensuring that gender diversity is a priority at every stage. We actively seek to eliminate bias in our hiring practices and promote equal opportunities for all candidates, regardless of gender. By implementing fair and transparent recruitment policies, we aim to build a diverse and inclusive workforce.



PROGRESSION

We are committed to fostering an environment where every individual has the opportunity to thrive and advance in their careers. We understand that progression should be based on merit, talent, and dedication, rather than gender. To this end, we regularly review our performance appraisal processes to ensure they are free from bias and provide equal opportunities for career advancement. We actively support the professional development of all our people.





DEVELOPMENT OPPORTUNITIES

Investing in the development and growth of our people is a cornerstone of our business. We believe that providing access to meaningful development opportunities is essential for unlocking the full potential of our workforce. Regardless of gender, every person at Pilgrim Foodservice will have access to a range of training programs, workshops, and educational resources aimed at enhancing their skills and capabilities.

OUR COMMITMENT

By focusing on recruitment, progression, and development opportunities, we are committed to addressing any gender pay gap within our business and creating a workplace where all our people have an equal chance to succeed and thrive. Through continuous improvement and a steadfast commitment to equality, we strive to build a more inclusive and equitable future for all.





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