

BAKKAVÖR

UK GENDER PAY GAP REPORT 2021

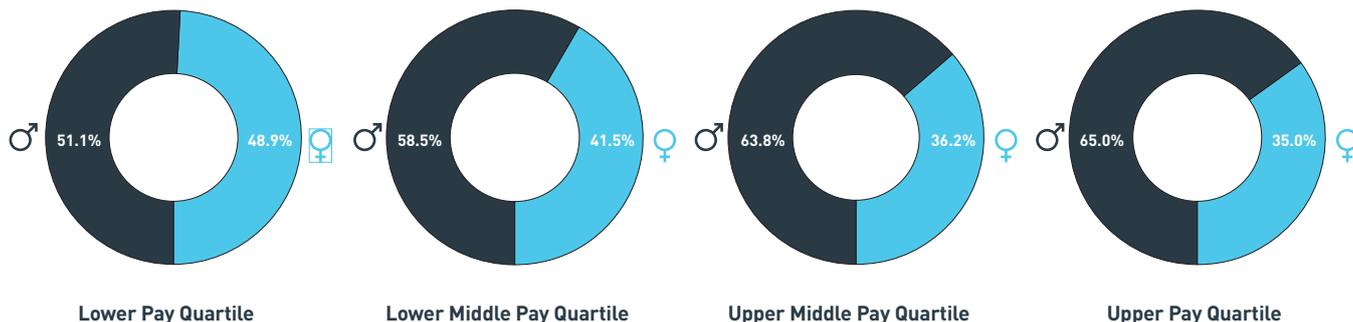




B. Our gender bonus gap – median and mean (proportion of males/females receiving a bonus payment)

	2021	2020
Median gender pay gap	15.2%	14.5%
Mean gender pay gap	17.0%	28.1%

C. Pay Quartiles – proportion of male and female employees



D. Summary of gender and bonus data

This is a summary of the gender and bonus data for Bakkavor UK. It includes companies which have a statutory reporting requirement, namely those who have more than 250 employees.

2021 Gender Pay Figures		
	Bakkavor Foods	
Mean Gender Pay Gap	8.6%	
Median Gender Pay Gap	5.1%	
Mean Gender Bonus Gap	17.0%	
Median Gender Bonus Gap	15.2%	
	M	F
Proportion of Males and Females Receiving a Bonus	9.9%	7.8%
Proportion of Males and Females in Lower Pay Quartile	51.1%	48.9%
Proportion of Males and Females in Lower Middle Pay Quartile	58.5%	41.5%
Proportion of Males and Females in Upper Middle Pay Quartile	63.8%	36.2%
Proportion of Males and Females in Upper Pay Quartile	65.0%	35.0%

We confirm that the information reported is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and we look forward to reporting on progress against our focus areas next year.

Agust Gudmundsson
Chief Executive Officer

Donna-Maria Lee
Chief People Officer

