

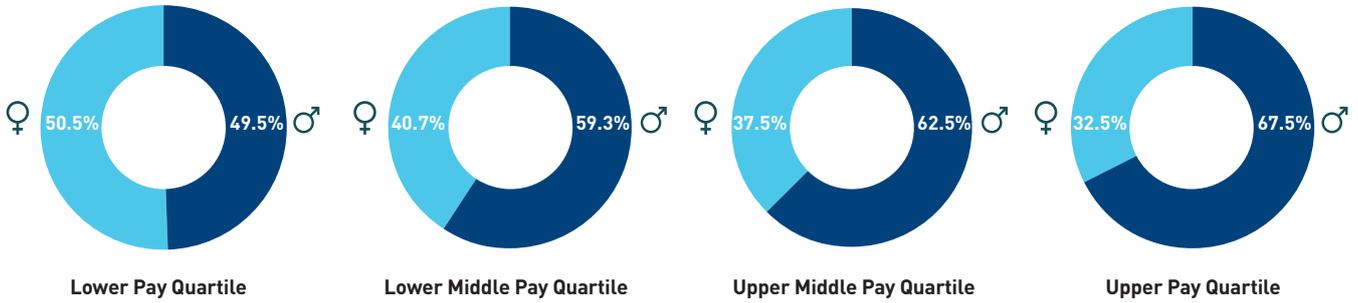
BAKKAVÖR



**UK GENDER PAY
REPORT 2019**



C. Pay quartiles – proportion of male and female employees



D. Summary of gender pay and bonus data

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

2019 Gender Pay figures						
	Bakkavor UK		Haydens		Bakkavor Foods Limited	
Median Gender Pay Gap	7.3%		0.0%		7.6%	
Mean Gender Pay Gap	10.7%		8.4%		10.8%	
Median Gender Bonus Gap	14.9%		-		14.9%	
Mean Gender Bonus Gap	13.6%		-		13.6%	
	M	F	M	F	M	F
Proportion of Males and Females Receiving a Bonus	2.4%	2.0%	-	-	2.5%	2.1%
Proportion of Males and Females in Lower Pay Quartile	49.5%	50.5%	65.0%	35.0%	48.9%	51.1%
Proportion of Males and Females in Lower Middle Pay Quartile	59.3%	40.7%	58.3%	41.7%	59.3%	40.7%
Proportion of Males and Females in Upper Middle Pay Quartile	62.5%	37.5%	73.3%	26.7%	62.0%	38.0%
Proportion of Males and Females in Upper Pay Quartile	67.5%	32.5%	65.8%	34.2%	67.9%	32.1%

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
Group HR Director

