

# SK FOODS



## Gender Pay Gap Report 2017

For the first time, this year all large companies employing 250 people or more are required by law to report on their gender pay gap.

The legislation requires us to report our mean and median pay gap, bonus mean and median pay gap, the percentage of male and female employees who received a bonus payment and the percentage of males and females in each quartile.

At a national level the gender pay gap shows that average hourly earnings are 18.1% lower for women than men. At SK Foods, our mean gender pay gap is less than half that of the national average, and stands at 8.2% and we're proud to say that men and women are paid equally for doing equivalent jobs with equivalent experience. Our gap is primarily driven by having more men than women in senior management roles and these experienced colleagues traditionally attract a higher level of salary.

As a food manufacturer approximately 80% of our colleagues work at our production facilities, where historically the balance of the workforce has been male. This means our gender balance is uneven and when combined with our below industry average staff turnover rate, means our colleagues don't leave us very often in order to address any workforce gender imbalance.

# 18.1%

National average  
gender pay gap



# 8.2%

SK Foods mean  
gender pay gap

## How are the mean and the median pay gaps calculated?

### Equal Pay

Equal pay is paying men and women equally for like work, work of equal value and work rated as equivalent.

### Mean Pay Gap

If we add together all the hourly rates of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly rate.

### Median Pay Gap

If all our male colleagues stood in a line in order of lowest hourly rate earned to highest and all females did the same, the median pay gap (as a percentage) is the difference in pay between the middle colleague in the male line and the middle colleague in the female line.

# The Data



Mean gender pay gap

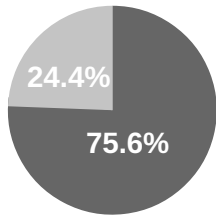


Median gender pay gap

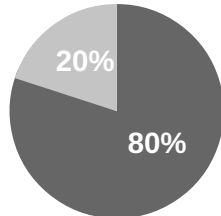
The above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5<sup>th</sup> April 2017). It also captures the mean and median difference between bonuses paid to men and women at SK Foods during the year.

## Pay Quartiles

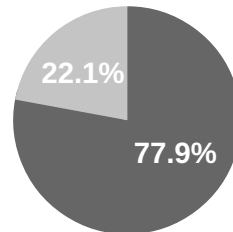
Upper Quartile



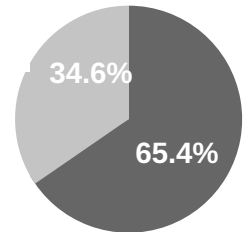
Upper Middle Quartile



Lower Middle Quartile



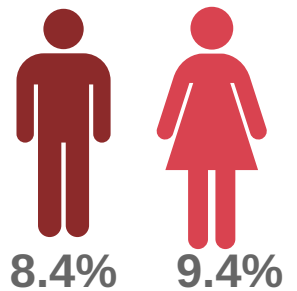
Lower Quartile



## Bonus Pay Gap

All bonuses paid in the year up to 5<sup>th</sup> April 2017, are used for the calculation of the bonus gap. Our mean gender bonus pay gap stands at 72%. Our median gender bonus pay gap is 50%. Our gender bonus gap is primarily driven by having more men than women in senior roles which attract a higher level of bonus.

Proportion of those receiving a bonus



We confirm that the information contained within this report is accurate.

Derek Hodgson  
Finance Director

Julie Knight  
Group HR Manager

# SK FOODS



## Gender Pay Gap Report 2018

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The legislation requires us to report our mean and median pay gap, bonus mean and median pay gap, the percentage of male and female employees who received a bonus payment and the percentage of males and females in each quartile.

At a national level the gender pay gap shows that average hourly earnings are 17.4% lower for women than men. At SK Foods, our mean gender pay gap is less than half that of the national average, and stands at 8.0%. This is a reduction of 0.2% from the mean average in 2017 and we're proud to say that men and women are paid equally for doing equivalent jobs with equivalent experience. Our gap is primarily driven by having more men than women in senior management roles and these experienced colleagues traditionally attract a higher level of salary.

As a food manufacturer approximately 80% of our colleagues work at our production facilities, where historically the balance of the workforce has been male. This means our gender balance is uneven and when combined with our below industry average staff turnover rate, means our colleagues don't leave us very often in order to address any workforce gender imbalance.

**18.4%**

National average gender pay gap



**8.0%**

SK Foods mean gender pay gap

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# The Data



Mean gender pay gap

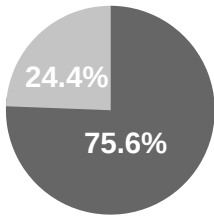


Median gender pay gap

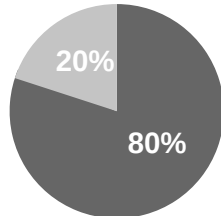
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## Pay Quartiles

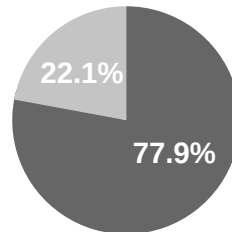
Upper Quartile



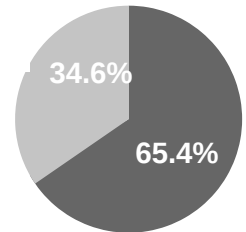
Upper Middle Quartile



Lower Middle Quartile



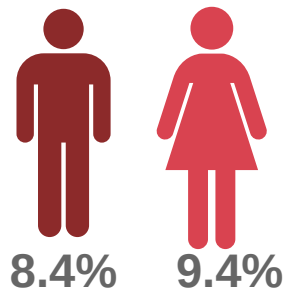
Lower Quartile



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Group HR Manager