

Humdinger®

Gender Pay Gap Report 2019



Date: 05 April 2019

History

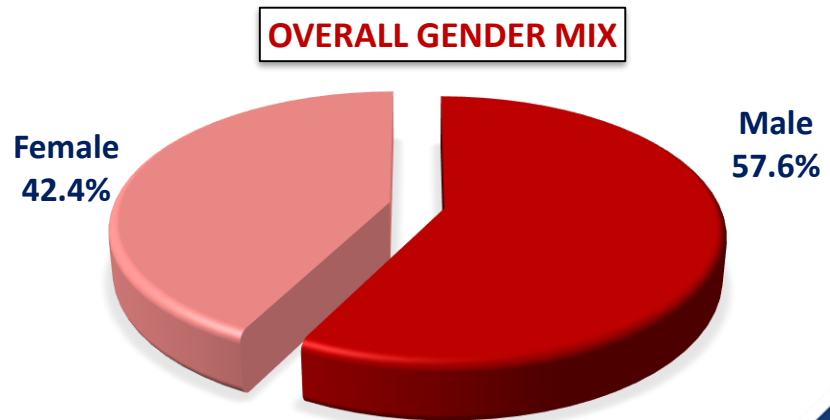
From April 2017, all large UK companies employing 250 people or more are required to report the following gender pay gap figures:

- Gender pay gap (mean and median figures).
- Gender bonus gap (mean and median figures).
- Proportion of men and women in each quartile of the organisation's pay structure.
- Proportion of men and women receiving bonuses.

Humdinger Foods consists of 3 manufacturing sites across the UK. Whilst we currently employ less than 250 employees we recognize the importance of being transparent about the average gender pay gap and, that by reporting it, progress will be made in bridging the pay gap that exists in the UK today.

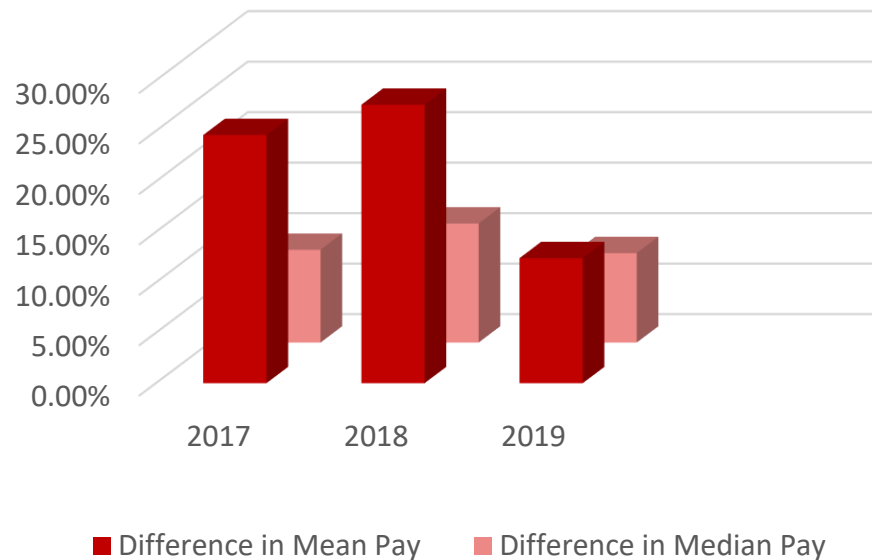
The Office of National Statistics reports that nationally the gender pay gap among all employees fell from 17.8% in 2018 to 17.3% in 2019.

Currently within Humdinger we recognise that a pay gap exists and we do wish for this gap to be lower than it is. We are addressing this through the on-going formulation and implementation of a clear people strategy that is focusing on recruitment, development and reward & recognition for all colleagues, regardless of gender.



Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 5th April 2019...

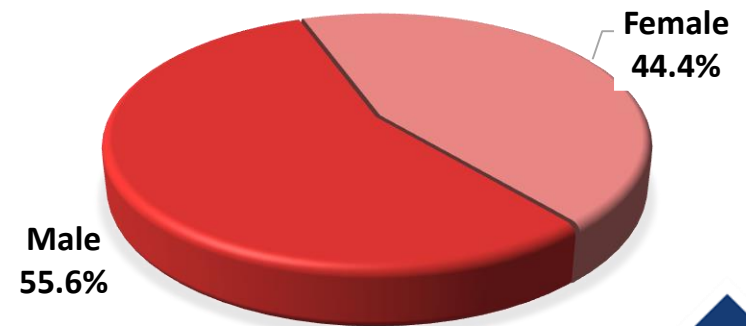
The Data	2017	2018	2019
Difference in Mean Pay	24.63%	27.63%	12.41%
Difference in Median Pay	9.2%	11.82%	8.87%



Our mean pay gap has reduced significantly from 2018 by **15.22%**. Our median pay gap has also reduced from 2018 by **2.95%**. This is influenced by the recruitment of females in senior roles and the People Plans we have begun to implement as advised would be implemented in our 2018 Gender Pay Report.

Overall, our gender pay gap numbers remain well below the national average of 17.3%

EXECUTIVE LEADERSHIP TEAM GENDER MIX



Gender % of colleagues who received a bonus:



Difference in Bonus Pay - Mean: 86.80%

Difference in Bonus Pay - Median: 78.42%

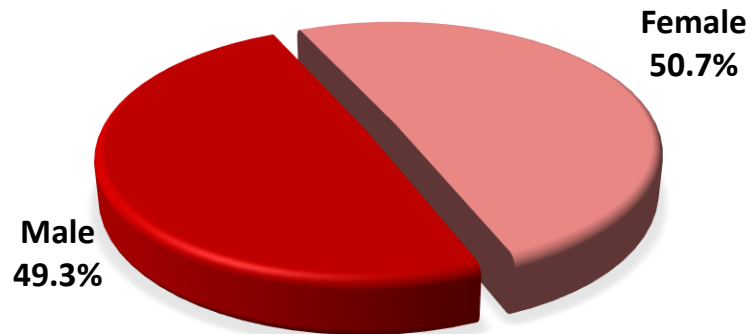
2.91% of females and 3.86% of males received a bonus in 2019. This is a difference of 0.77%.

Quartile Distribution

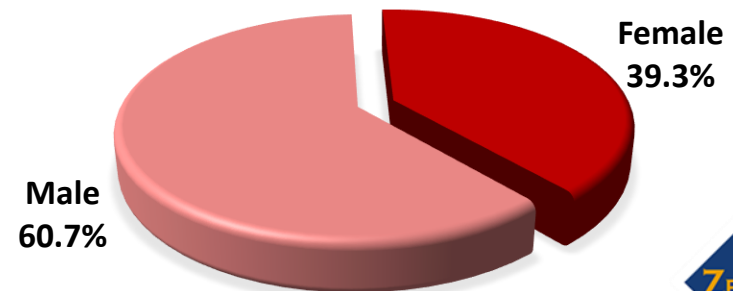
We aspire to a gender balanced workforce. The overall gender mix of our business is **57.6% Male** and **42.4% Female**. When understanding this report, it is useful to understand the split between our Salaried and Factory Workforce:

The Data	Male	Female	Total Employees
Salaried/Professional/Executive	49.3%	50.7%	73
Factory Based Teams	60.7%	39.3%	163

SALARIED/PROFESSIONAL/EXECUTIVE TEAMS

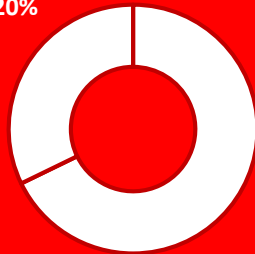


FACTORY BASED TEAMS



UPPER QUARTILE

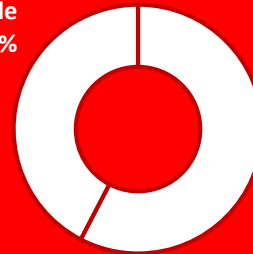
Female
32.20%



Male
67.80%

UPPER MIDDLE QUARTILE

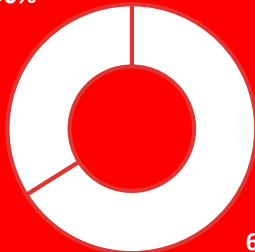
Female
42.37%



Male
57.63%

LOWER MIDDLE QUARTILE

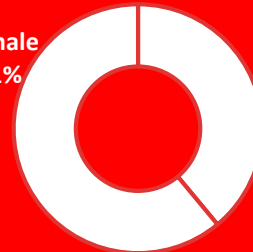
Female
33.90%



Male
66.10%

LOWER QUARTILE

Female
61%



Male
38.98%

- We remain committed to attracting and retaining talent for our business and ensuring that gender is never a factor in decision making.
- We continue to promote internal recruitment to all our colleagues by sharing the opportunities available within the business to progress and diversify where applicable.
- We will assess candidate suitability equally for roles and how they are scored to ensure fairness across candidates irrelevant of gender. We are committed to using the Government issued guidance 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers', when recruiting, shortlisting and promoting colleagues.
- We remain committed to regularly reviewing and benchmarking our pay rates against local job markets. Ensuring that all colleagues receive the right remuneration for their role, skills and experience, regardless of gender.
- We will continue to review and evolve our reward & recognition schemes to ensure that performance is rewarded for all deserving colleagues.
- We are committed to achieving a work environment that enables all employees to achieve their full potential.
- We aim to improve workplace flexibility for all employees.
- Through our established values, our values include 'Courage' and 'Respect' which recognises that our ethical compass will compel us to do the right thing for yourself, the team and the business to which we will continue to endorse
- We will continue to make Humdinger a great place to work for all colleagues.
- I can confirm that this data is accurate.



Paul Tripp
CEO UK&I

