



Gender Pay Report Sun Valley 2023

5 April 2023

**THE SUN
VALLEY
NUT CO.**

Welcome to our Gender Pay Gap Report



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.
- Executive pay ratio reporting - as at the snapshot date Humdinger did not employ a CEO

Sun Valley consists of 2 manufacturing sites in Bromborough, Wirral and is a part of the Zertus UK&I Snacking and Chocolate Market Unit. Whilst Sun Valley currently employs less than 250 employees, we recognise the importance of being transparent about the gender pay gap and, by reporting it, progress will be made in bridging the pay gap that exists in the UK today. We fully recognise our obligations to promote gender equality and we strive to achieve fairness and equality in the workplace.

Among all employees, the UK gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and 17.4% in 2019.

This is our second year of reporting, and we use this to establish our current position, compare to our previous year, and to then work towards addressing any gender pay differentials with committed actions.

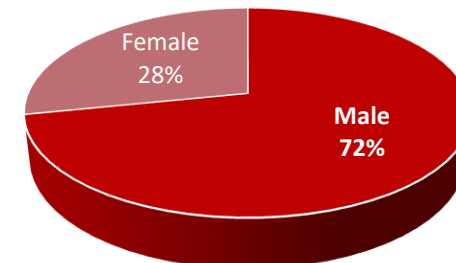
There are currently a high proportion of males than females working across the business in both professional and factory-based roles.

Over the last 12 months we have reduced our gender pay gap by 9.2% bringing it well below the UK national average.

We are committed to continuing to maintain and reduce this gender pay gap. We will address 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 2023.

Overall Gender Mix



Understanding Our Data 2023



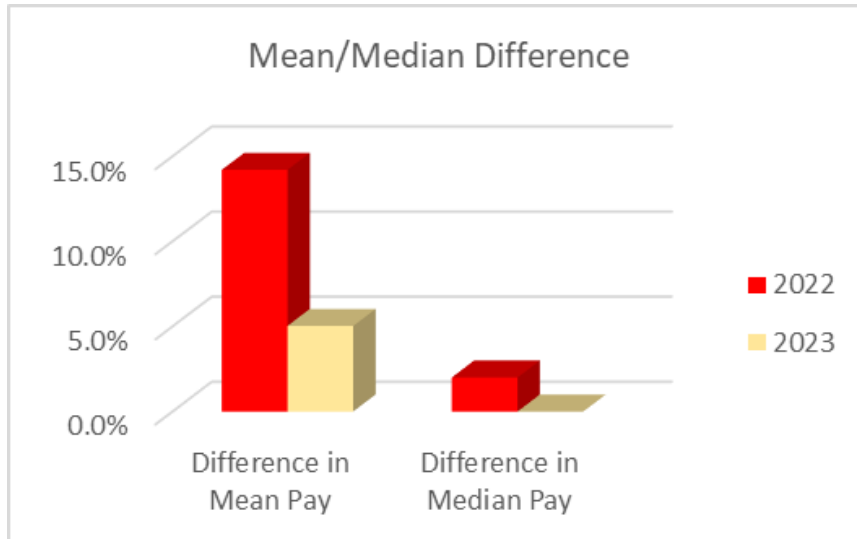
Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 5th April 2023.

| The Data | 2022 | 2023 |
|--------------------------|-------|------|
| Difference in Mean Pay | 14.2% | 5% |
| Difference in Median Pay | 2% | 0% |

Our mean gender pay gap is 5% which is a decrease of 9.2% v 2022.

Our mean gender pay gap is 9.3% under the national average.

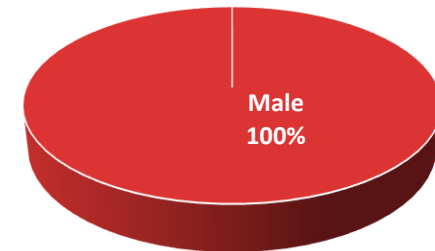
Our median pay gap is 0%.



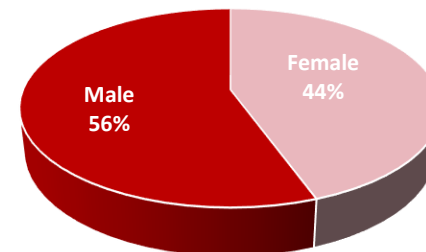
The executive team employed by Sun Valley consists of 1 male.

The business has a group executive leadership team. In 2023 this team consisted of 44% female and 56% male however is not represented in the Sun Valley data.

Sun Valley Exec Team



Group Executive Team



Understanding Our Bonus Payments 2023



Gender % of colleagues who received a bonus:



No bonus payments were made in 2023 to colleagues at Sun Valley

Our Data as of 5 April 2023

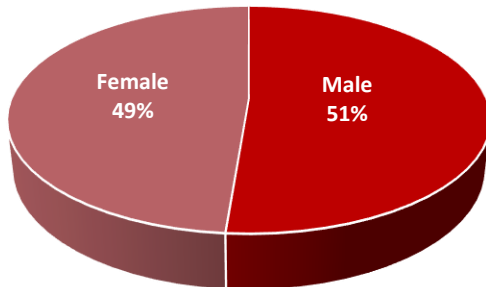


Quartile Distribution

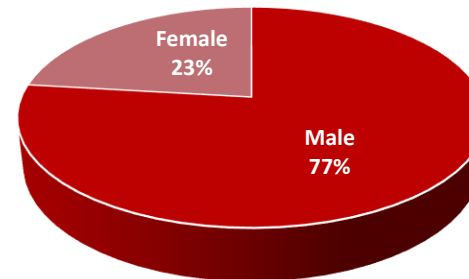
We aspire to a gender balanced workforce. The overall gender mix remains unchanged from 2022 at 72% Male and 28% Female. When understanding this report, it is useful to understand the split between our Salaried and Factory Workforce:

| The Data | Male | Female | Total Employees |
|---------------------------------|------|--------|-----------------|
| Salaried/Professional/Executive | 51% | 49% | 39 |
| Factory Based Teams | 77% | 23% | 160 |

Professional Roles (Salary)



Factory Roles (Hourly)



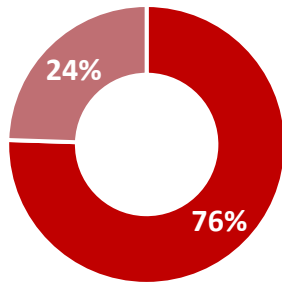
We provide flexible working opportunities, enhanced maternity pay and shared parental and paternity leave to help our employees return to work/continue their careers with us. 5% of our workforce currently work under an agreed flexible work agreement (reduced hours). 4.5% of those working reduced hours are female.

Quartile Bands 2023



Upper Quartile (75% - 100%)

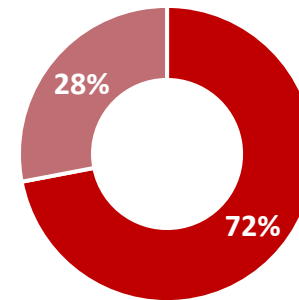
■ MALE ■ FEMALE



The number of women in the upper quartile increased by 8%

Upper Middle Quartile (50% - 75%)

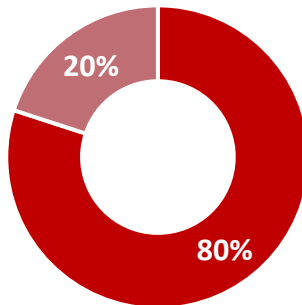
■ MALE ■ FEMALE



The number of women in the upper quartile increased by 8%

Lower Middle Quartile (25% - 50%)

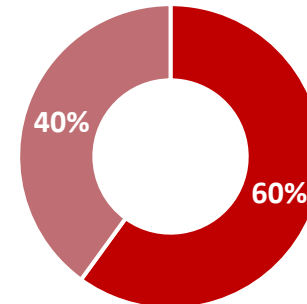
■ MALE ■ FEMALE



The number of women in the upper quartile reduced by 9%

Lower Quartile (0% - 25%)

■ MALE ■ FEMALE



The number of women in the upper quartile reduced by 8%

Future Initiatives and Commitment



- We are committed to attracting and retaining talent for our business and ensuring that gender is never a factor in decision making.
- We 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 are committed to the equality, diversity & inclusion within the workplace and promote this within our workforce through training and raising awareness.
- 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 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 are committed to improving workplace flexibility for all employees including hybrid working where possible
- Through our newly integrated values, which include 'Courageous' and 'Respectful' we recognise that our ethical compass will compel us to do the right thing for ourself, the team and the business to which we will continue to endorse.
- We are committed to making Sun Valley a great place to work for all colleagues.
- I can confirm that this data is accurate.

A handwritten signature in black ink, appearing to read 'Paul Tripp'.

Paul Tripp
CEO UK&I