

GENDER PAY GAP 2018 REPORT



Ranking in the UK's top 15 food companies and as one of Europe's leading poultry producers, our vision around people is clear, we are committed to creating a better opportunity for all our team members. We want to ensure everyone feels valued whatever their gender. Creating a great Employee Experience is something we are passionate about and getting it right on gender pay is an important part of that experience.

5.84% Moy Park's Average Pay Gap

1.86% Decrease on 2017 Figure of 7.7%

8.6% National Average 2018

While we are proud of the progress we have made over the last year we are committed to continuing to reduce our gap further.

As of April 2018 Moy Park's Gender Pay Gap statistics are as follows:

	2018		2017	
	AVERAGE	MEDIAN	AVERAGE	MEDIAN
Pay Gap	5.84%	3.38%	7.70%	4.80%
Bonus Gap	-20.80%	5.16%	-24.31%	-13.64%

	MALES	FEMALE	MALES	FEMALE
	% Employees receiving bonus	3.02%	2.26%	3.04%

	MALES	FEMALE	MALES	FEMALE
	Lower	53.98%	46.02%	60.21%
Lower Middle	65.01%	34.99%	63.23%	36.77%
Upper Middle	67.23%	32.77%	65.41%	34.59%
Upper	70.47%	29.53%	73.15%	26.85%

This data includes all relevant staff (as defined by The Equality Act 2010 regulations 2017) employed by Moy Park in the UK, including Northern Ireland. The pay gap is calculated as the rate of pay of male employees and that of females expressed as a percentage of the male rate of pay.

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Our analysis shows an increase in the proportion of females holding positions in the upper quartile, resulting in the reduced pay gap of 5.84%. This increase has led to a higher proportion of females now receiving a bonus.

Our salaries and wages are set objectively based on the requirements of the job, regardless of the post being held by a male or female.



Our Gender Split by Quartile is illustrated below:



Upper Quartile
M 70.47% F 29.53%



Upper Middle
M 67.23% F 32.77%



Lower Middle
M 65.01% F 34.99%



Lower
M 53.98% F 46.02%

REDUCING THE GAP



In 2019, we continue to reduce our gender pay gap by:

Updating Manager Tool Kit training which is designed to promote and help ensure equality and inclusivity across all areas of recruitment and selection, performance management and employee relations.

Promote flexible working initiatives to attract, retain and develop female colleagues across all areas of our business.

In our 2019 apprenticeship intake, which includes STEM subject areas, we are designing our recruitment campaigns to attract more females into these historically male dominated areas.

Kirsty Wilkins
HR & Performance Director

I can confirm the information reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information).

