

# Ornua Foods UK Gender Pay Gap 2018

March 2019

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# Gender Pay Gap 2018 – Ornuia Foods UK Ltd

## Introduction

This is our second gender pay gap report. In here, we report the extent of the gender pay gap within Ornuia Foods in the UK and outline our plans and efforts to continually strengthen and embed diversity and inclusion in our workplace across the globe.

The gender pay gap is about gender representation in roles that pay differently, and is different from equal pay concerns. The gender pay gap is calculated by taking the average salary for all females in a UK organisation, regardless of role or responsibilities, and comparing that to the average salary for all males in the same organisation, regardless of role or responsibilities. The difference in these two average amounts is the “gender pay gap.”

Ornuia Foods UK is committed to being an Equal Opportunities employer, we offer a variety of opportunities from Production to Executive. We believe in investing in all our employees, empowering them to reach their full potential through interesting work, support and development.

## Our gender pay gap

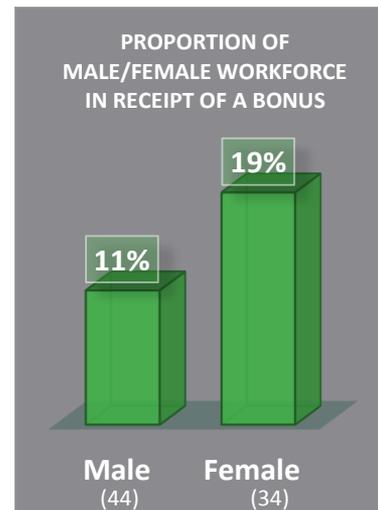
Our mean gender pay gap is 1.83%. This means that, on average, men earn 1.83% more per hour than women based on hourly pay. The mean gender pay is calculated by separately adding the hourly rate of all the men in the business together, and dividing by the total number of men, and then doing the same calculation for women. The gender pay gap is the percentage difference between the mean figures for men and women.

This pay gap increases to 4% when we add bonus payments to the hourly pay. On average, although a greater proportion of our female workforce received bonuses than the proportion of our male colleagues, the men were paid, on average, 28% more than the females in the period 6 April 2017 to 5 April 2018.

Median gender pay is the middle point between the lowest and highest paid men and women in our business, respectively. There is a difference of -2.72% at the middle points in the ranges of men and women’s pay when calculating the median on hourly pay, meaning that women’s hourly rate is higher than men’s at the middle point. This decreases to -0.52% per hour inclusive of bonus, however there is a 63.53% difference in the bonus mid points.

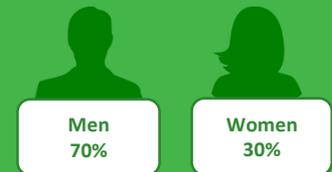
Our data shows there is a significant disparity between the bonus amounts paid to men versus women. As senior leaders typically earn the highest bonuses and we have a larger proportion of men in the senior positions, this would explain why we have this disparity. However, we are confident that all genders in the bonus scheme are treated equally where their roles are at similar levels and year on year more females have received a bonus versus the previous year.

Calculation	Hourly Pay	Hourly Pay inc Bonus	Bonus pay
Mean	1.83%	4.00%	27.51%
Median	-2.72%	-0.52%	63.53%



## Our overall gender workforce

Based on an overall headcount of 581, 405 males and 176 females



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## Pay Quartiles 5 April 2018

The pay quartiles show the percentage of men and women when segmented by pay quartiles of equal number of employees.

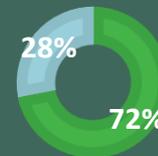
The table below shows a breakdown of role type for each quartile.

As we have a significant number of employees working in manufacturing and operational roles (388 of the total 581) and these roles typically carry a lower pay rate than office based professional roles, when divided into equal parts, 3 of the 4 quartiles are heavily represented by the hourly paid workforce. We can see that a significant proportion of roles in the lower and upper middle quartile are carried out by men. In 2017 we introduced a new grading approach which encourages all employees to learn new skills and increase their earning potential. We believe this is encouraging women to aspire to move through the pay grades.

Quartile	Role type
Lower	Apprentice, Operative, Junior Administrator
Lower Middle	Operative
Upper Middle	Operative, Administrator, Technician, Team Leader, Supervisor
Upper	Specialist, Engineer, Manager, Senior Manager, Executive

### LOWER

■ Male ■ Female



### LOWER MIDDLE

■ Male ■ Female



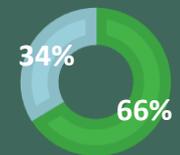
### UPPER MIDDLE

■ Male ■ Female



### UPPER

■ Male ■ Female



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## Company Profile

Ornuia Foods probably isn't as widely recognised as some of our brands, these include Pilgrims Choice cheese and Kerrygold Butter. An interesting fact about our business, we are the largest buyer of British cheese in the world.

## A note from our MD

With our workforce predominantly male, there is clearly a gap in our gender balance, however I am pleased to report that in the year to 5 April 2018 our mean gender pay gap reduced significantly to 1.83% compared to 3.98% in the previous year (without bonus payments included) and to 4% from 4.1% (with bonus payments included) and that these are both well below the national average.

For 2017, we reviewed our bonus arrangements and established a revised set of criteria for inclusion in the scheme. This saw more females being awarded a bonus and although, we still have a significant bonus pay gap it is moving in the right direction.

Our business is committed to embedding diversity and inclusion in our workplace. We are engaging our workforce in how to increasingly make Ornuia Foods a great place to work for all. By harnessing everyone's ideas and energy will we strengthen Ornuia so that we become the most diverse and inclusive organisation we can be.

I can confirm all our data is accurate.

### Bill Hunter

Managing Director – Ornuia Foods UK Ltd



## Bridging the gap

On 5 April 2018 we employed a total of 581 people. As is typical of a food manufacturing business our workforce has an uneven gender balance with 70% of our workforce being male.

Although we have such an uneven gender balance our approach to pay is agnostic of gender and our relatively low gender pay gap verifies this. As an employer we are making great efforts to enhance our diverse and inclusive culture, one in which all employees have fair and equal consideration for growth and career progression.

Across our businesses, we are taking concrete steps to embed diversity and inclusion in our workplace. Never complacent, we recognise there is a great deal more we can do, and we are resolute in leveraging our core values of with heart, with thought, with vision and with drive to progress forward.

We realise that to create a better balance we must make ourselves more appealing to females, we are doing this through:

### RECRUITMENT

We review, scrutinise and adjust our recruitment practices for both internal and external hires to ensure we hire based on merit alone from the widest pool of diverse candidates. We aim for selection panels to have a gender balance and we are rolling out training to raise awareness of unconscious bias in 2019.

### RETENTION

We continue to ensure that regular reviews of performance and discussions around recognition and reward are conducted, both in the bi-annual reviews and throughout the business cycle. We promote and champion our HR policies, and we are currently updating these to ensure they best serve the individual and the business. Updates to our family friendly policies are planned for 2019.

### TRAINING AND PROGRESSION

We encourage personal growth in all our employees and support them through on and off the job training and development. We regularly review and enhance our talent mapping and succession planning, ensuring a level playing field in career progression. We believe in and will continue to invest in career development for all employees, offering extensive opportunities.