

# Ornua Foods UK Limited

## Gender Pay Gap Report 2019

March 2020

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# Gender Pay Gap 2019 – Ornuua Foods UK Limited

## Introduction

This is our third Gender Pay Gap (GPG) report. This details the extent of the GPG within Ornuua Foods in the UK and outlines our plans & efforts to continually strengthen and embed diversity & inclusion in our workplace.

It is important to understand that the Gender Pay Gap is about gender representation in roles that pay differently, and is different from equal pay concerns. The GPG 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.”

Our Gender Pay Gap for 2019 was **-7.28%**. This means that, on average, women earned 7.28% more per hour than men based on hourly pay. This represents a change of over 9% in favour of women compared to our 2018 Gender Pay Gap.

This report details other statistics relating to the gender pay of our workforce, and also outlines our commitment to being an Equal Opportunities employer in a number of different areas.

## A note from our MD

I am pleased to report that in the year to 5 April 2019 our mean Gender Pay Gap improved significantly and is well below the national average.

Our GPG reflects our workforce profile of predominantly male operatives, the increasing number of women in management positions, and predominantly male senior leaders.

However, due to this demographic profile, our mean bonus pay gap for 2019 was 14.01%, more than 20% higher than our Gender Pay Gap.

In 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 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 Ornuua Foods a great place to work for all. This is demonstrated through the unconscious bias and interview training that our employees have received during 2019 and 2020, as well as the introduction of enhanced maternity, paternity, adoption and shared parental pay for all our employees, which is helping them to approach parenthood more flexibly at Ornuua.

I can confirm all our data is accurate.

**Bill Hunter**  
Managing Director – Ornuua Foods UK Ltd



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## Our Gender Pay Gap

Our **mean** GPG for 2019 was **-7.28%**. The GPG is the percentage difference between the mean pay figures for men and women. This means that, on average, women earned 7.28% more per hour than men based on hourly pay. This represents a change of over 9% in favour of women compared to our 2018 mean GPG.

The mean pay gap was -7.45% when we add bonus payments to the hourly pay, in line with the statutory GPG requirements. This represents a change of almost 12.5% in favour of women compared to our 2018 mean GPG.

However, the comparison does change when bonus payments are taken into account. On average, although a greater proportion of our female workforce received bonuses than males, the men were paid, on average, 14.01% more than the females in the period 6 April 2018 to 5 April 2019 – an improvement of 13.5% compared to the previous year.

Our data shows there is a significant disparity between the bonus amounts paid to men and women. Our senior leaders typically earn the highest bonuses and we have a larger proportion of men in these positions. However, we are confident that all receiving bonuses are treated equally and year-on-year more females have received a bonus versus the previous year.

**Our median** GPG is **-3.63%**. This is the difference in middle point between the lowest and highest paid men and women in our business. This means that the median women’s hourly rate is higher than men’s by 3.63%. This represents an improvement of 6.35% compared to last year.

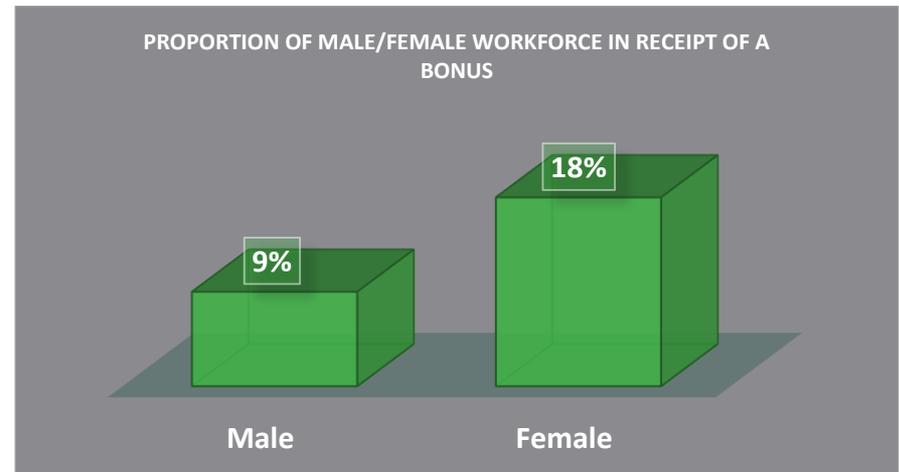
The median GPG remains the same when including bonus. There is, however, a 39.44% difference in the bonus medians due to men receiving higher bonuses than women on average, although this is a year-on-year improvement of over 24%.

## Our overall workforce

Our figures are based on a headcount of 646 relevant employees, including 445 males and 201 females



Calculation	Hourly pay gap excluding bonus	Hourly pay gap including bonus	Bonus pay gap
Mean	-7.28%	-7.45%	14.01%
Median	-3.63%	-3.63%	39.44%



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## Pay Quartiles 5 April 2019

The pay quartiles show the percentage of men and women in each quarter of our workforce when ranked by hourly rate and split into four equal sections.

The table below shows a breakdown of role type for each quartile. If each quartile was in line with our overall workforce, it would be split 69% male and 31% female.

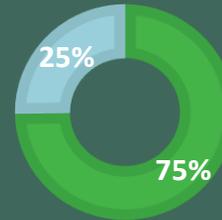
We have a significant number of male employees working in manufacturing and operational roles which typically carry a lower pay rate than office based professional roles, which are undertaken by a proportionately higher number of women. This leads to a lower female proportion in the first three quartiles and a higher than average female proportion in the upper quartile.

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

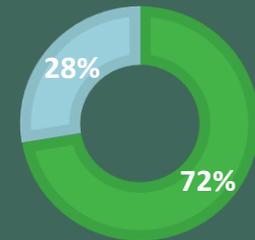
### LOWER

■ Male ■ Female



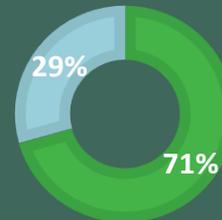
### LOWER MIDDLE

■ Male ■ Female



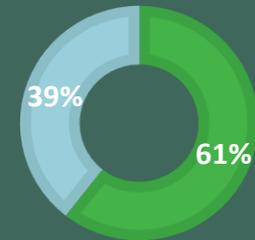
### UPPER MIDDLE

■ Male ■ Female



### UPPER

■ Male ■ Female



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## Bridging our Gender Pay Gap

On 5 April 2019 we employed a total of 646 people. As is typical of a food manufacturing business our workforce has an uneven gender balance with 69% of our workforce being male.

Although we have such an uneven gender balance our approach to pay is agnostic of gender and our negative 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, and we are doing this through the following:

### 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 trained employees on the impact of unconscious bias in 2019. We are also running training courses for all interviewing managers during 2020 to reinforce a standard approach to interviewing to ensure our recruitment selection process is free from bias.

### REWARD AND BENEFITS

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. In early 2020 we introduced enhanced maternity, paternity, adoption and shared parental pay. These initiatives aim to lessen the career impact of parenthood by giving the option of sharing caring responsibilities between parents, helping to flexibly approach parenthood alongside a career at Ornuua.

### 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.