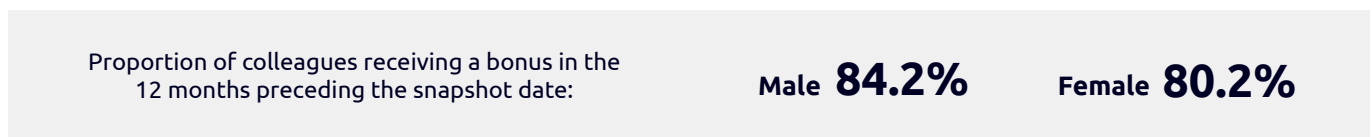
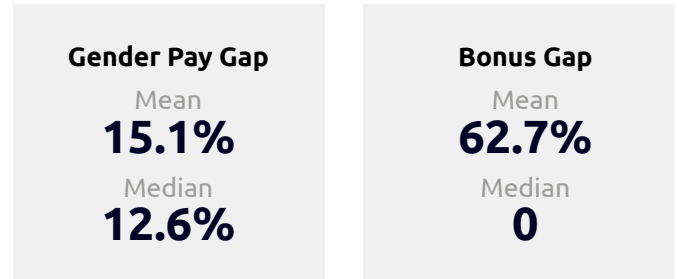


Gender Pay Gap Report 2020



Under the UK Government's Gender Pay Gap Reporting regulation, companies are required to report gender pay statistics for legal entities in **Great Britain** with more than 250 employees.

At the snapshot date, ABP UK employed a total of 3,475 people in Great Britain that meet the reporting criteria. In this report we are sharing the median and mean pay gaps between Male and Female hourly pay and bonuses based on the snapshot date of **5th April 2020**.



ABP UK gender pay gap falls below the national average in terms of the mean and median gender pay gap measure and the median bonus gap.

The mean gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.3% and the mean gender pay gap for the manufacturing sector (according to the same ONS ASHE figures) is 18.2%.

At 15.1%, ABP UK's gender pay gap is, therefore, lower than both comparisons.

The proportion of males and females in each quartile pay band:

Band	Male	Female	Description
1	84%	16%	Includes all employees whose standard hourly rate places them in the upper quartile.
2	71%	29%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
3	63%	37%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
4	60%	40%	Includes all employees whose standard hourly rates places them in the lower quartile.

ABP primarily operates in the agri-food and meat industry which has a long history of male dominance and underrepresentation of women. Of the relevant employees reported, 30.5% are female and 69.5% are male. This imbalance is evident in the gender pay gap analysis above.

Throughout ABP UK, we are committed to rewarding people fairly and our pay decisions are based on market data and individual performance. As a result, our gender pay gap is lower than the national average.



ABP has a Future Leader programme with a fast track element for women to recognise the under-representation of women in this aspect of succession and ABP has run innovative campaigns to bring women into careers in STEM (Science, Technology, Engineering, & Maths) industries via our Talent Academy which boasts successful cross functional apprentice and graduate career pathways.

Despite the challenges of the COVID-19 pandemic and Brexit, we remain committed to tackling the gender pay gap and promoting gender balance at all levels of our work force. Production lines and shift work are often perceived as inflexible and unforgiving. Historically manufacturing was dominated by men, as women would often take career breaks and didn't have the longevity to progress to senior roles. At ABP we are aware of these perceptions and have made it our mission to address the inherent challenges to find ways to afford colleagues flexibility and encourage better gender balance.

What are we doing to change this?

ABP has been working to address this imbalance and continues to do so. We aim to ensure the equal participation of women and men in all areas of work, at all levels and locations ensuring equal access to the same recognition, reward and career progression opportunities.

ABP is aware that there is work to be done in the wider industry to encourage women in to a career in the food industry and with several initiatives already underway, we are confident that by targeting the three key areas below we can harness the focus that Gender Pay Reporting has prompted to ensure that ABP's approach to gender & diversity is recognised in the same way as the operational achievements spanning over 60 years.

1. Targeted Focus on Parity

- a. By 2024 ABP aims to have more women in senior operational roles and it aims to redress the pay quartile imbalance by this point also
- b. ABP will educate on the importance of gender representation, parity and diversity in the workplace and will take steps to upskill managers to ensure they have an awareness of unconscious bias and stand against gender discrimination.

2. Recruitment & Attraction

- a. **Women in Operations** – ABP positively promote operational career pathways to women and ensure they have access to the same opportunity.
- b. **Women in STEM** – Engineering, Business Analytics, & IT. ABP actively encourages career conversations to promote women into STEM careers.
- c. **Talent Academy** – Graduates & Apprenticeship Programmes aligned with skills shortage area and under-represented areas such as operations and STEM.

3. Develop, Retain & Progress Talented Women

- a. **ABP SHE** – is a group dedicated to developing the female talent within the business and showcasing the achievements of our female colleagues alongside external industry partnerships such as Meat Business Women.
- b. **The Empowering Leader** – female representation in our Leadership Programme
- c. **Industry Partnerships** – collaborative affiliations with Meat Business Women who are actively committed to Inspiring, Networking and Growing female talent in the industry, and other industry and trade bodies focused on

I confirm that the information and data reported is accurate as at the snapshot date of 5th of April 2020.

Sarah Fulton
HR Director