



# Gender Pay Gap Report 2022

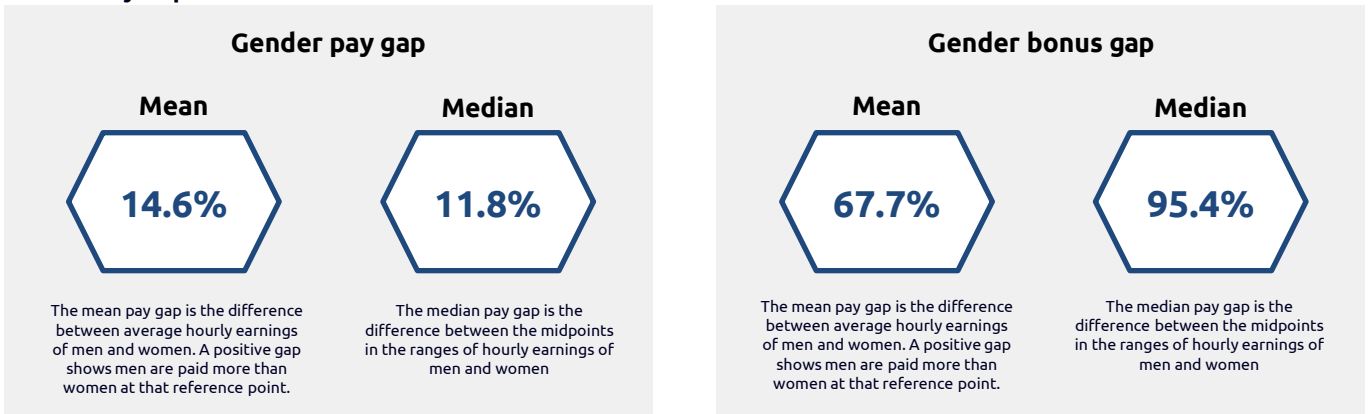
## Foreword

ABP is committed to the advancement and development of its people irrespective of gender or background. By actively creating opportunities to attract and retain a broad spectrum of talent to the organisation we continue to support colleagues realise their full potential. Not only is the right thing to do but diversity is proven to have a positive impact on business performance.

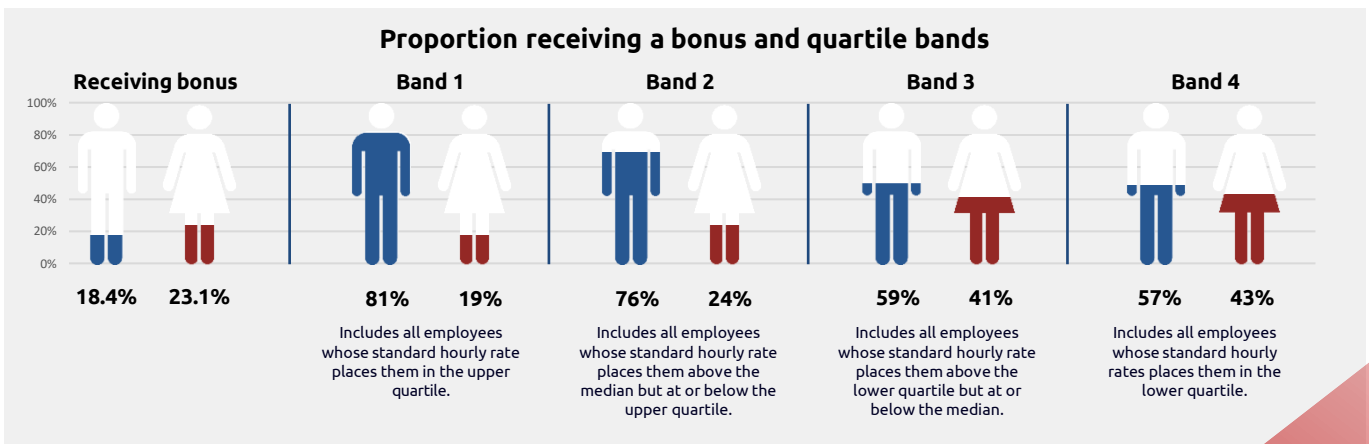
In line with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, ABP is reporting as on 5th April 2022. At this date ABP UK employed a total of 3,157 people in Great Britain (GB) that meet the reporting criteria with 2,160 being male and 997 female (32% of our GB workforce). The figures below are accurate and show the median and mean pay and bonus between differential between genders.

Across occupations, the average median UK gender pay gap in favour of men is 14.9% in 2022, which is down slightly from 15.1% in 2021. (Source: Gender pay gap statistics 2022 - CIPHR)

## Gender Pay Gap



At ABP UK the median gender pay gap in favour of men is 11.8% which is below the national average cited above. We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5th April 2022):





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 across all occupations.

### **What are we doing to change this?**

ABP acknowledge that there is a representation and as a result pay imbalance within the sector and is committed to a proactive approach to address it.

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. Recruitment**

- 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 underrepresented areas such as operations and STEM.

#### **2. Retention & Engagement**

- a. ABP SHE – is our internal employee representative 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. ABP continue to promote local and international events to raise the profile of inclusion and diversity which includes International Women's Day (IWD) and we have embedded our own 'ABP WAY' values and behaviours putting trust and respect, and inspiring others at the heart of what we do.

#### **3. Development & Progression**

- a. Leadership Development – we actively promote female representation via our Empowering Leadership & IMI Talent Programmes with c 30% of participants female.
- b. Management Development - we continue to increase the number of women in management roles and have internal development programmes and defined pathways via our Group Talent Programme to facilitate progression.
- 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

I confirm that the information and data reported is accurate as at the snapshot date of 5th of April 2022.

A handwritten signature in black ink, appearing to be 'S. Fulton', is located below the confirmation text.

**Sarah-Jane Fulton**  
HR Director