

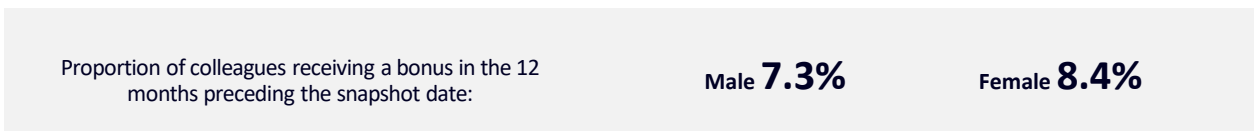
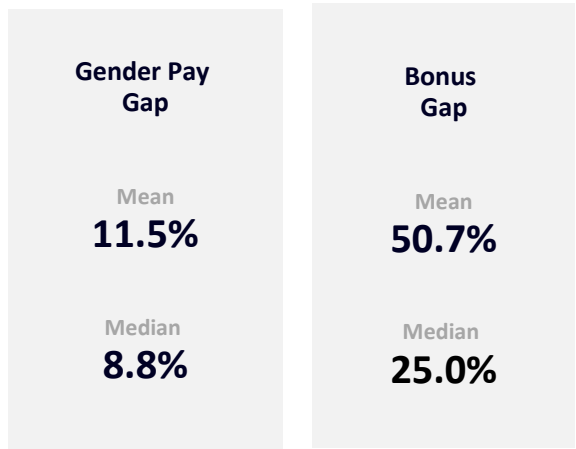
# Gender Pay Gap Report 2025



ABP UK is an agri-food business that specialises in the supply and development of award-winning British and Irish beef and lamb products for retail, foodservice and wholesale with 21 facilities across the UK & NI, including our corporate head office in Birmingham. ABP UK is part of the ABP Food Group.

ABP UK is pleased to present its 2025 Gender Pay Gap Report in accordance with the Gender Pay Gap Information Act 2021. For this report, the snapshot date was 05<sup>th</sup> April 2025.

ABP UK is an equal opportunities employer, females and males undertaking the same duties in our processing plants are paid the same basic salary and variable pay rates.



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

Band	Males	Females	Description
1	84%	16%	Includes all employees whose standard hourly rate places them in the upper quartile
2	76%	24%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
3	66%	34%	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 rate places them in the lower quartile

In the last 12 months the gap in rates of pay between males and females has increased, in both the mean and median pay gaps. The % of females in the upper middle and upper quartiles have decreased by 11% and 19% respectively. In turn this has increased the % of females in the lower quartiles compared to 2024.

Throughout ABP UK, we are committed to rewarding people fairly and our pay decisions are based on market data and individual performance.

Over the past 12 months, our Median Gender Pay Gap has increased to 8.8% from 5.2% in 2024. Our Mean Gender Pay Gap has increased from 8% to 11.5%. This will be influenced by a net increase in male headcount of over 400 people who work in skilled, higher paid jobs in the abattoir and boning hall areas.

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ABP operates in the agri-food and meat industry which has a long history of under representation of women. Of the relevant employees reported, 28% were female at the snapshot date versus 29% in our 2024 Gender Pay Report.

As part of the ABP People Strategy, we have highlighted Inclusion & Belonging as one of our strategic priorities. ABP seeks to promote a culture of diversity and inclusion, including through support of, and engagement in, strategic partnerships, such as with Meat Business Women.

Aligned with such partnerships, we have ABP SHE – an internal employee representative group (ERG) dedicated to developing female talent within the business and showcasing the achievements of our female colleagues. This forum celebrates female role models, from different nationalities and experience levels.

ABP is aware that there is work to be done in the wider industry to encourage women into a career in the food industry and there are several initiatives underway to support improved representation in the industry.

This year we have rolled out further training for our people managers alongside introducing new processes that ensure female representation is considered for all senior management learning and development interventions and early careers recruitment and training programmes.

ABP remains committed to continuing to promote gender balance at all levels of our workforce. 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. To embed this practically, we continue to roll out our performance and talent management programme STRIVE with the view to having individually tailored conversations with each colleague about their career journey. Through this vehicle we can identify, support and champion female talent and monitor progress

We have further developed our Graduate & Early Career Programmes such as apprenticeships to align with skills shortage and underrepresented areas such as operations and STEM.

We actively promote and have female representation on all our internal and external leadership development programmes.

I confirm that the information and data reported is accurate as at the snapshot date of 5th of April 2025.

A handwritten signature in black ink that reads 'L. Buckley'.

**Lindsey Buckley**  
HR Director ABP UK