

Cerealto UK Limited

Gender Pay Gap Report 2020-2021





Introduction

Gender Pay Reporting 2020-2021



We share with you our fourth gender pay gap report for Cerealto UK Limited. We continue to believe it is important for all companies to be transparent about pay and to encourage progress in bridging the pay gap that exists in the UK today.

Since the gender pay reporting was introduced four years ago, we are disappointed to report a gender pay gap higher than the UK's average for the first time. We could never have imagined the degree to which the world would change during 2020 and how quickly we needed to adapt different ways of working to ensure the continued growth of our business. We remain committed to monitoring our recruitment practices, performance management, promotion decisions and pay equity as we attract, retain and progress with our innovative inclusion and diversity strategy.

At Cerealto UK Limited we believe that our overriding approach to recruit and promote on the basis of ability and aptitude irrespective of gender contributes to the success of our company, we are mindful our initiatives outlined above will take time to filter through to positive results. Although operational recruitment continues to be a challenge, 31% of our internal promotions were female colleagues.

This report contains the following information and data:

- The mean and median gender pay gap
- The mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each quartile pay band

I can confirm the information and data contained within this report is accurate.

Jason England
UK Managing Director

04.10.2021



What is the Gender Pay Gap?

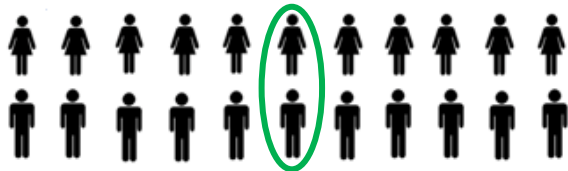


What is the Gender Pay Gap?

The gender pay gap is the difference between the average pay of men and women. Having a gender pay gap is not unlawful as various factors influence such the gap, for example, the types of roles women undertake and the demographics of the people at the company. All UK companies employing 250 people or more are required to report their gender pay gap for 2020 by 5th October 2021.

The median pay gap:

A median is the midpoint of a population. So simply, if you created two lines – one with all the women in the company, and the other with all the men, the median pay gap is the difference between the middle person in each line.



The mean pay gap:

The mean gender pay gap is the difference between the average pay of men and women in a company.

What do we have to report on?

The regulations require organisations to report on the mean and median gender pay gap, the mean and median bonus gap, confirm the percentage of men and women who received a bonus and also provide details on the gender balance of our workforce based on quartiles.

The difference between Equal Pay and Gender pay:

Equal pay:

Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

Gender pay gap:

Is a measure of the difference between the average earnings of men and women in an organisation or the labour market. Gender Pay is expressed as a percentage of men's earnings.



People, Culture and Values



Our People: Cerealto UK is a manufacturing unit with office support functions. 85% of our total workforce work within our factory, 31% being women (31:69), a 4% increase on the previous year. Although our gender balance continues to be uneven, we are working on addressing this through our recruitment strategy; always ensuring we select the right skills and competencies for the role without discrimination against either gender.

Our office environment shows a different picture, with 52% of the roles occupied by women largely because these types of working environments tend to attract both men and women. Here the balance shifts to female (52:48), with 44% of the senior leadership roles filled by women.

Our Culture: we are continuously evolving and improving our culture to encourage and engage a more diverse workforce providing fair and equal opportunities for everyone.

We create high performing and engaged teams through recruiting talent regardless of gender or background; ensuring fair pay and award practices.



Results
focus



Positive
attitude



Teamwork

Our values: working to fulfil our purpose – we cultivate dreams to nourish more people every day. The vision of our company defines the values of the colleagues and the attributes of the leaders who will guarantee the achievement of objectives set.



Consumer
focus



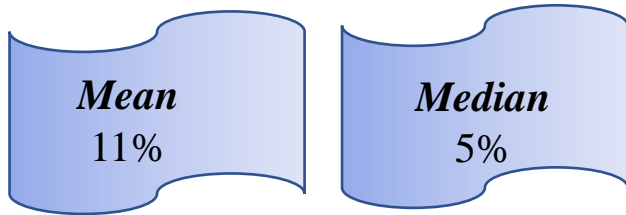
Commitment



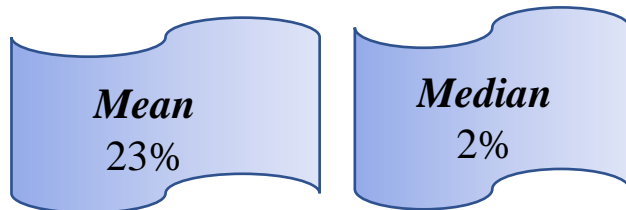
Gender Pay Reporting: 2020-2021



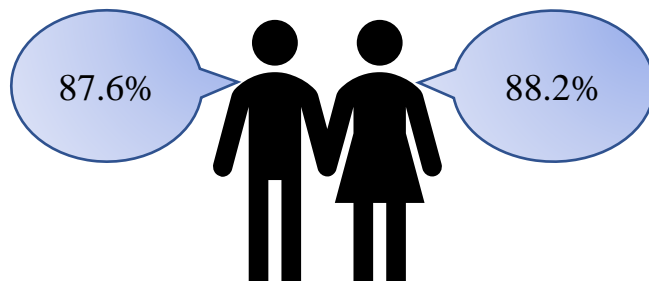
Gender pay gap (excluding bonus)



Gender bonus gap

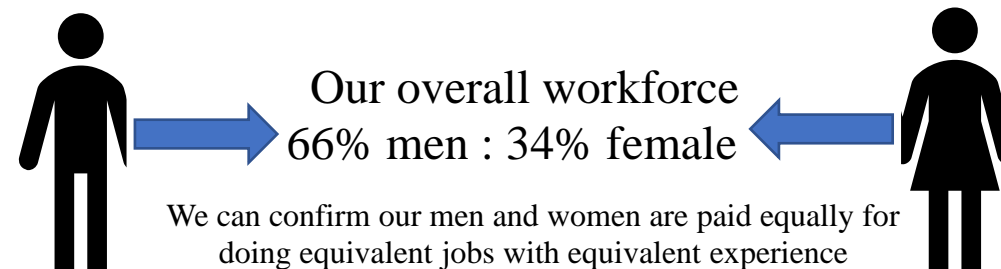
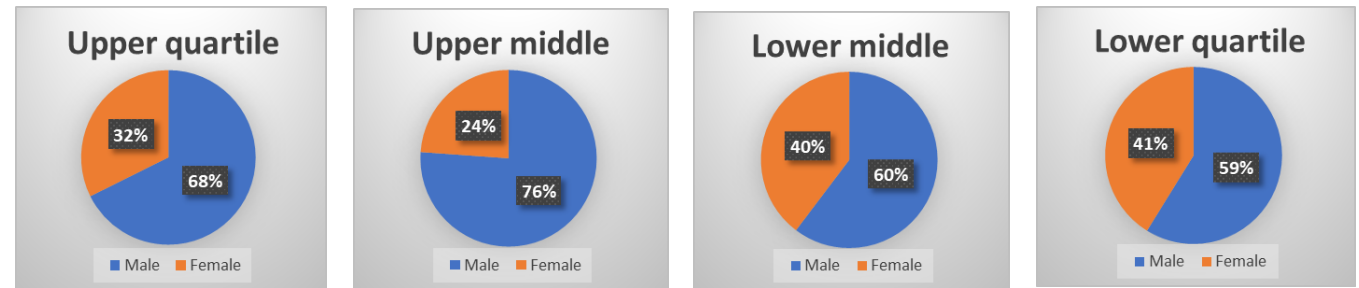


Proportion of men and women who received a bonus



As part of the regulations, we are required to show the number of colleagues by gender in each quartile of the company payroll. These percentages relate to the proportion of men or women in each quartile. Our overall workforce is split men and women 66:34, a slight increase in female colleagues than last year. The decline in our pay gap is attributed to an increased number of men occupying a higher percentage of roles at both ends of the pay spectrum – such roles stretch from a small number of senior leadership positions to a large number of manufacturing and logistics roles.

Our recruitment process ensures selection is based on skills and competencies required for the role without discrimination against either gender.



We can confirm our men and women are paid equally for doing equivalent jobs with equivalent experience

In Cerealto all colleagues take part in a bonus scheme, subject to having a minimum of 3-months service in the relevant bonus period.



Benefits of Gender Diversity

