

Gender Pay Gap Report

2022



INTRODUCTION

In 2017/18, Hovis Ltd welcomed the introduction of the Gender Pay Gap Reporting legislation.

This report can be used not only to assess the levels of gender equality in our workplace, but also to determine the balance of male and female colleagues at different levels of our organisation, in addition to evaluating how effectively talent is being maximised and rewarded.

In summary, our 2022 Gender Pay Gap Report shows another year-on-year improvement where, on average, female colleagues are paid more than their male counterparts. As in the previous three years, this report will continue to highlight a very clear, uneven

gender balance, with a significantly high proportion of males versus females working within our business; an almost inevitable result given that the Manufacturing and Logistics sectors as a whole are predominantly male dominated. Despite this, 2022 did see a positive shift in certain areas within the business of males versus females and was also able to maintain 2021's split.

As in previous years, a key part of our strategy and success will be focused around attracting the best talent, and developing and building capability across all our sites and head office functions. We know the changes we have seen are positively impacting our employer brand, and we will continue our focus on this area, whilst recognising that it may take time for this to be reflected in our results.

We confirm the data in the report is correct.

Jon Jenkins
CEO

Pete Hill
HR Director

About Our Business

Hovis Ltd is a baking and flour milling business that is owned by Private Equity investors, Endless LLP. Headquartered in High Wycombe, we employ around 2,850 people at eight bakeries, one flour mill and two regional distribution centres across the UK.

In addition to the Hovis brand, we have a number of other brands including Mothers Pride, Ormo and Nimble.

We employ  c 2,850 People



8 Bakeries



1 Flour Mill



2 Regional Distribution Centres



1 Head Office

A Reminder of the Legislative Requirements

In 2017, the Gender Pay Gap Regulations required all UK employers with 250 or more employees to publish gender pay gap data on an annual basis.

The data shows a measure of the difference between the average hourly earnings of men and women as at 5 April 2022, regardless of their role or seniority (including, where relevant, to different organisations, bonuses, commission, acting up allowances, shift allowances and so on). It also includes:

- Mean and median gender pay gap
- Mean and median gender bonus gap (received in the 12 months leading up to 5 April 2022)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile pay band

In the calculations that follow, a positive number represents males being paid higher than females, whilst a negative number represents females pay being higher than males.



OUR FINDINGS

Our results clearly indicate that females are paid more than males from a mean perspective.

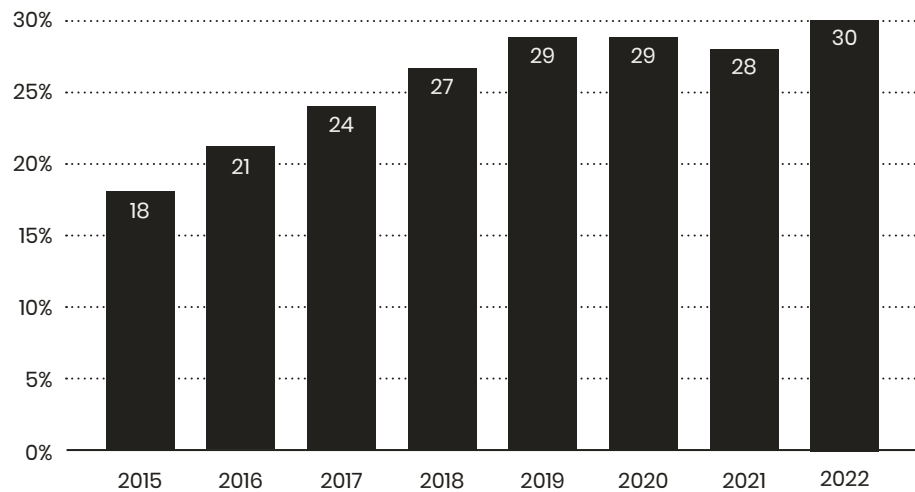
Regardless of our results, we have a continued desire to ensure that a higher number of females occupy more senior management and leadership roles, without setting specific targets.

This is clear to see when looking at our data. In 2022, we have seen an increase of females in management positions, from 28% to 30%.

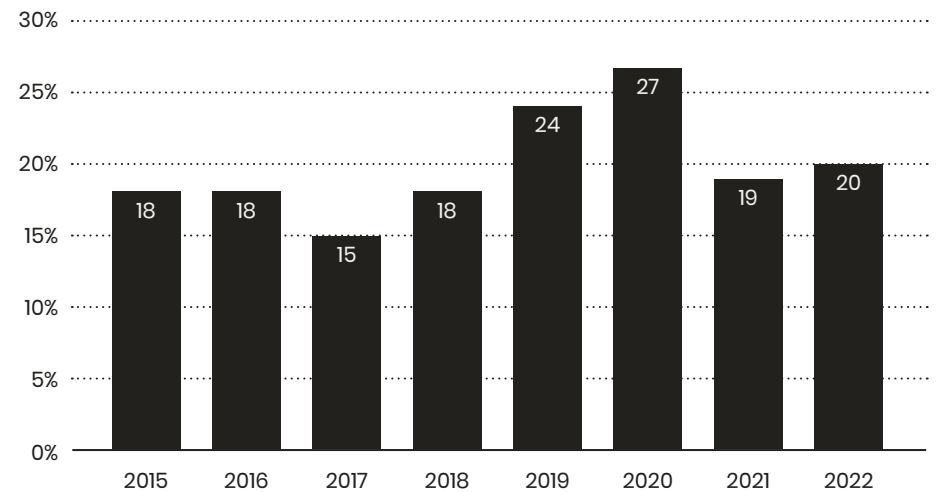
There has also been a small shift in the percentage of females in senior leadership positions, moving from 19% to 20%.

Females occupy 25% of the positions within our Site and Functional Leadership Teams vs 30% in 2021. When looking at our Central Functions, 36% of the positions are occupied by females.

% of Females in Management Positions



% of Females in Senior Leadership Positions



NEW STARTERS AND OTHER MEASURES



In addition to looking at our gender split by function, we have also continued to look at other measures including new starters, leavers, performance and internal promotions, to ensure they are reflective of the overall split.

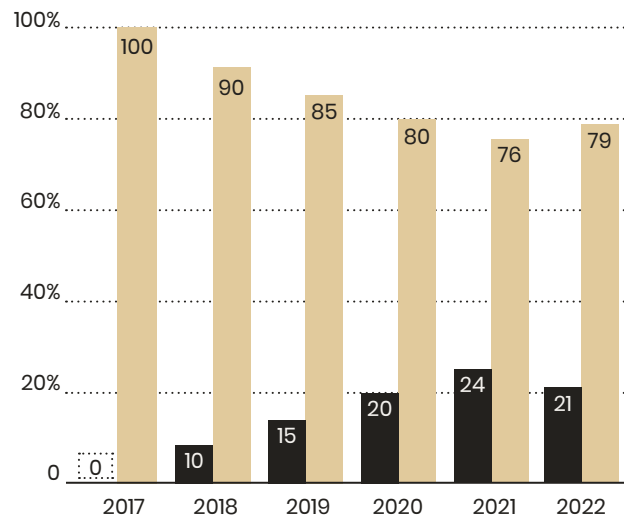
In 2022, 15% of all new starters were female. This is the same as 2021, with 40% of all management starters being female. In addition, 38% of new starters within our Senior Leadership Team were female. 27% of our high performers were female, which shows a slight shift vs 2021, and 43% of all internal management and senior leadership promotions were female, which is a significant increase versus 23% in 2021.

A key part of our overall strategy continues to be our focus on attracting, developing and retaining the best talent. Hovis continues to invest in apprenticeships, both financially and from the perspective of management time and resource. With our apprenticeships spanning across both our Engineering and Head Office functions, 21% of our apprentices are female. Although this is down vs 2021, it is still a step forward, especially in Engineering where traditionally apprentices have

predominantly been male. It is important to note that some of our female apprentices have now qualified and are in permanent roles either in engineering or our central functions.

It is clear to see that although some areas remain consistent with previous years, we are making progress in other areas, and we continue to focus on ensuring we are attracting and selecting the best talent for each of our roles.

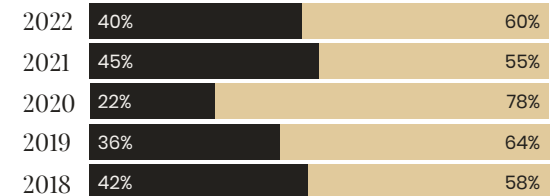
Apprentices



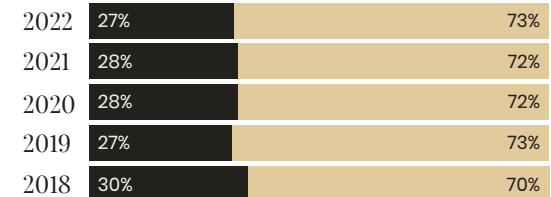
New Starters



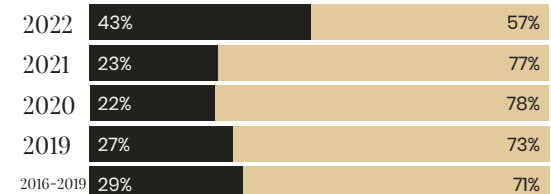
Management Starters



High Performers

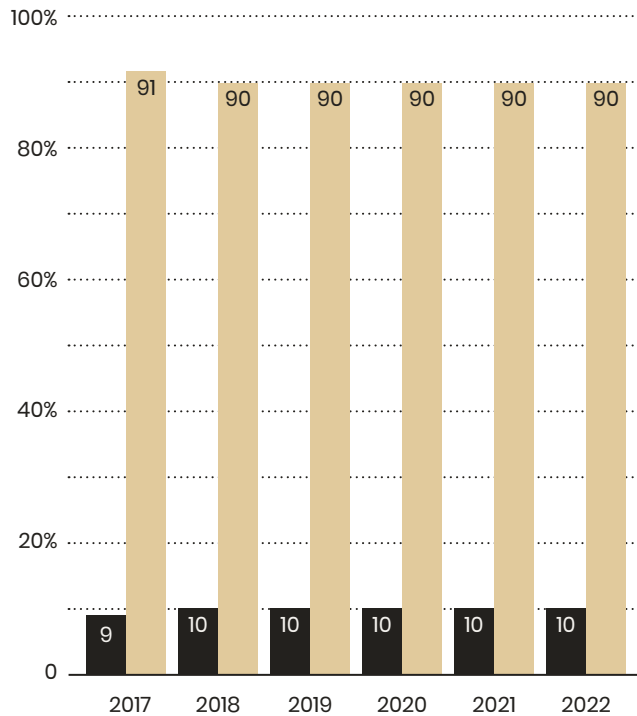


Internal Management and Senior Leadership Promotions

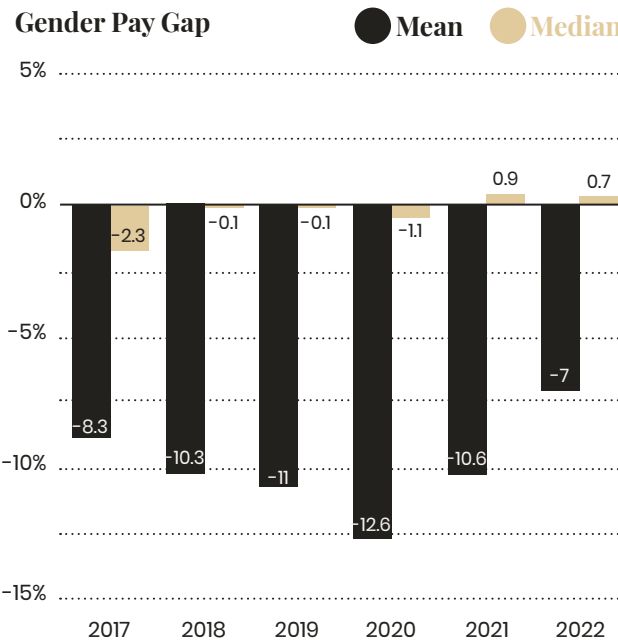




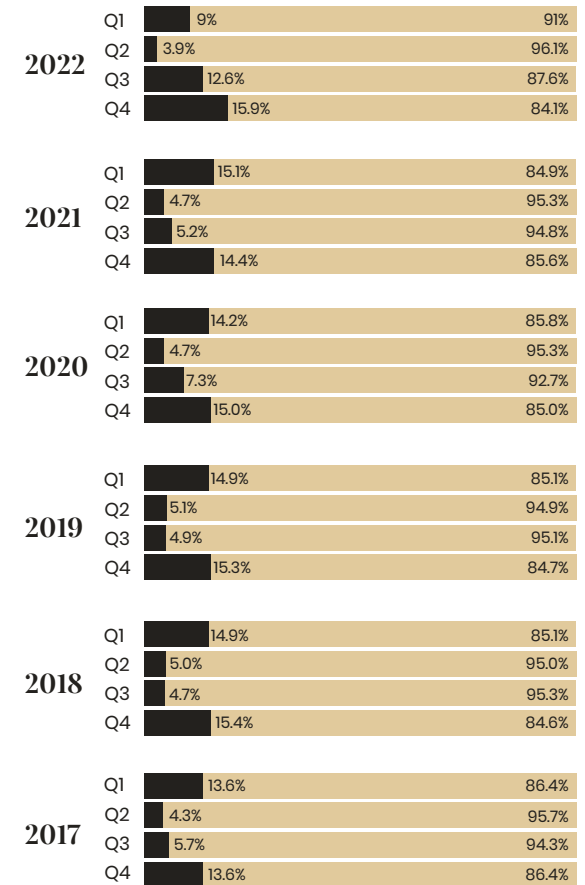
In total, across all our sites, Hovis Ltd employs 90% males and 10% females.



When considering the mean average, the gender pay gap shows that women are paid 7% higher than men, versus 10.6% in 2021. When reviewing the median average, men are paid 0.7% higher than women, which is a slight shift versus 2021.



Quartile Bands

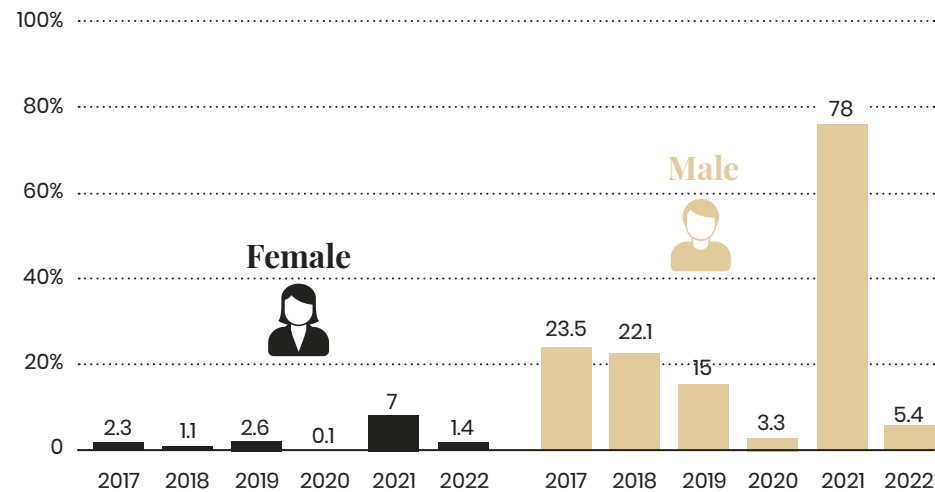


BONUS

The illustration below shows that 6.8% of our population received a bonus during the 2021-2022 tax year period.



Proportion of Employees who Received a Bonus



Gender Bonus Gap

