

Baxters Food Group Gender Pay Gap

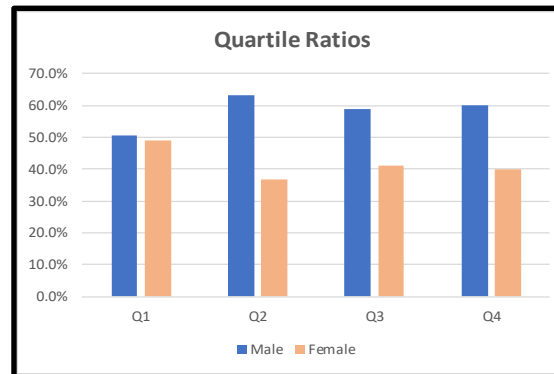
(Positive number means males paid higher,
negative number means female paid higher)

Reporting
figures

Difference in mean hourly rate of pay		-4.2%
Difference in median hourly rate of pay		3.0%
Difference in mean bonus pay		-65.9%
Difference in median bonus pay		-540.0%
Proportion of males receiving bonuses		7.2%
Proportion of females receiving bonuses		6.0%
QUARTILES		
Male ratio	Q1	50.8%
Female ratio	Q1	49.2%
Male ratio	Q2	63.3%
Female ratio	Q2	36.7%
Male ratio	Q3	58.9%
Female ratio	Q3	41.1%
Male ratio	Q4	60.2%
Female ratio	Q4	39.8%

COMMENTARY

- Baxters is highly committed to gender equality and diversity across all our UK and International business units.
- We have advanced salary benchmarking tools which are used to determine appropriate pay levels.
- Our managers are trained to use our sophisticated recruitment process that incorporates objective ability tests and psychometric tools.
- Diversity as well as equitable compensation philosophy form part of the Baxters Group Board and Remuneration Committees remit.
- A 2019 Baxters Organisation and Talent review has just been completed with one of the objectives being to review board effectiveness for the future through capability and diversity



	Mean £Hourly rate			
	Female	Male	Difference	Percentage
Q1	8	8	- 0.04	-0.5%
Q2	9	9	0.06	0.7%
Q3	11	11	0.07	0.6%
Q4	32	28	- 4.48	-16.0%
Total	15	14	- 1	-4.2%



“Fanatical about flavour”