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Gender Pay Gap

REPORT 2017


CRANSWICK plc

GENDER PAY GAP REPORT 2017

THIS IS THE FIRST YEAR THAT EMPLOYERS WITH 250 OR MORE EMPLOYEES IN THEIR BUSINESSES, ARE REQUIRED TO REPORT ON THEIR GENDER PAY GAP.



Cranswick plc is a leading and innovative British supplier of premium, fresh and value-added food products with annual revenues in excess of £1.2 billion. We now operate from 15 well invested, highly efficient production facilities in the UK, with a workforce of over 10,000 people.

Our Gender Pay Gap results, based on a snapshot date of 5th April 2017, will be published on the Company's website and reported on by the Government in league tables and by sector.

It is important to remember that the Gender Pay Gap and the Right to Equal Pay are not the same. The Right to Equal Pay is an individual's contractual right which arises where there is a difference in the earnings of men and women, when they are both doing equal work. The Gender Pay Gap however is a measure of workplace disadvantage expressed in terms of a comparison between men and women's average hourly rates of pay. When looking at the Gender Pay Gap we do not consider the roles undertaken by the employees and the pay they receive for these positions.

Cranswick falls under the reporting requirements on Gender Pay and fully recognises its obligations to promote gender equality and to strive to achieve fairness at work. We therefore welcome the opportunity that the Gender Pay Gap brings for us to be transparent about pay and show how we are working to address the differentials that exist. This is our chance to show that we are a great place to work, and that food manufacturing has a strong role to

play in ensuring that women working in male dominated industries are valued as equally as men. On this basis we have taken the decision to not only include the information about the entities that we are obliged to report, but also those that do not fall under the reporting legislation both in terms of employee numbers and geographical location i.e. Ballymena in Northern Ireland. This is because we believe that our employees across the business are equally important to us and any actions that we take are applicable to all.

The history of Cranswick is that the businesses that it has acquired, be they farming or food manufacturing, have tended to be predominantly male biased and whilst this dynamic is now shifting, this legacy is reflected in the figures that are being reported today. We also have a very low staff turnover, which we value immensely, but this does restrict the pace at which we can address the imbalance of female employees.

There are significantly more men than women in our businesses, with 65.45% compared to 34.55% and because of this there are more men than women in senior positions, on higher salaries, which has resulted in a gap in our pay. Senior positions are also likely to receive bonus payments which results in a bonus pay gap as well.

It is therefore the ambition of the business to ensure that we continue to work to close the gender gap and maintain a positive focus on connecting with both genders at all levels of recruitment and retention processes.

WE HAVE IDENTIFIED
THREE AREAS OF
FOCUS TO ENSURE
THAT OUR GENDER
PAY GAP CONTINUES
TO MOVE IN THE
RIGHT DIRECTION.

Future recruitment

We will continue to implement our recruitment policy which aims to remove any unconscious bias during the recruitment process and ensure that we maintain momentum with regard to the diversity of the talent that we recruit via our apprenticeship and graduate schemes.

Retention

We recognise that there are differentials in the way in which our bonus payments are made. We are therefore committed to reviewing the reward and recognition system across the business this year.

We will also review our current policies to ensure they promote flexible working.

Progression

We have already trained and assigned female mentors within the Group to our emerging female talent to assist them in progressing into senior roles.

We will continue to increase numbers of women in senior management roles – 5 individuals have been promoted in the last 3 years.

I confirm that the information is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

M Walker.

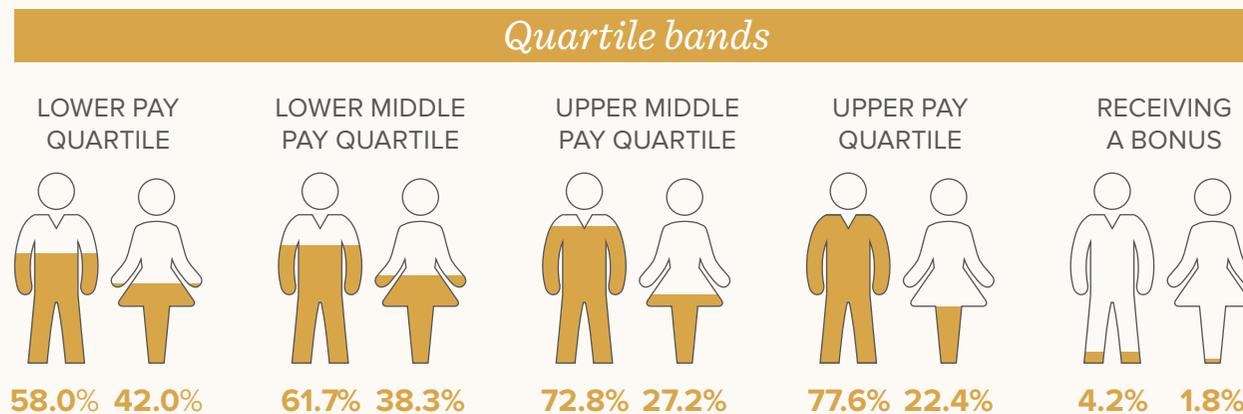
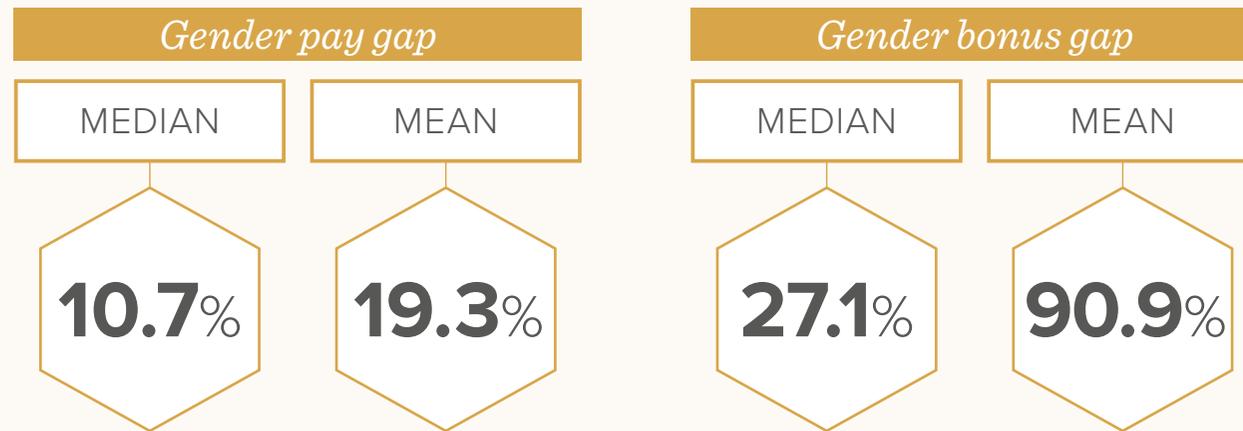
MIRANDA WALKER
Group HR Director



CRANSWICK CONSOLIDATED GROUP

Cranswick has a significantly lower median ordinary pay gap of 10.7% compared to the national average of 18.4* and the manufacturing sector average of 20.8*. Over two thirds of employees across the Group are male however, and this has resulted in a positive mean ordinary pay gap.

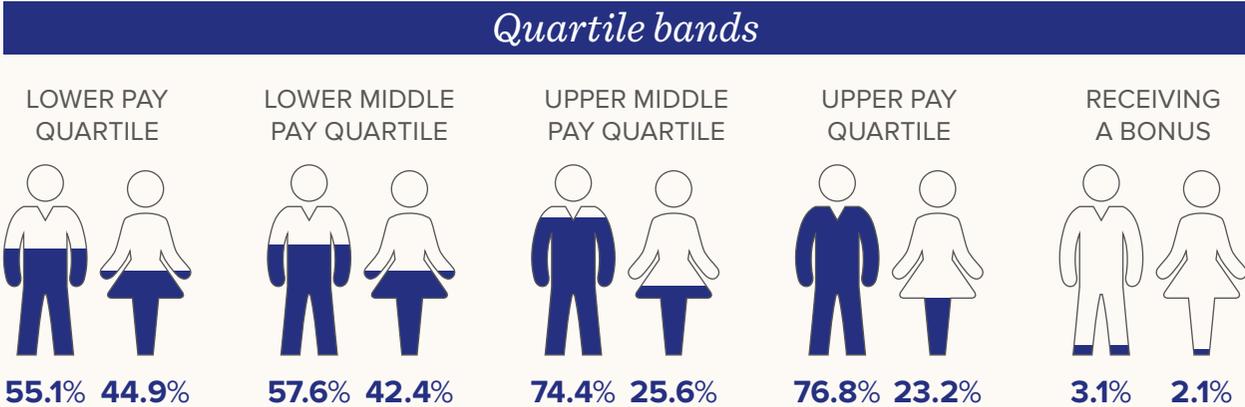
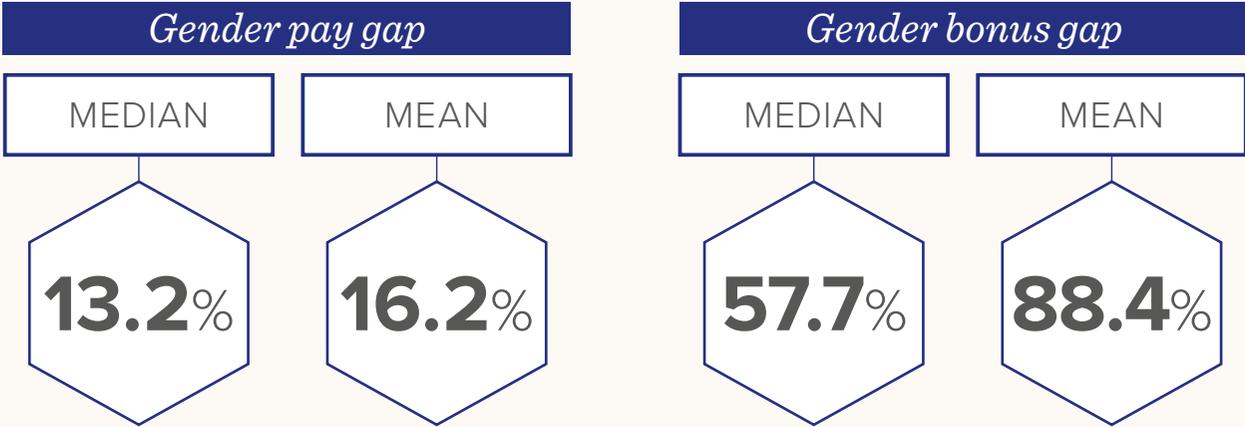
There are a number of individuals in the business at a senior level who are male and who have a long length of service. This is reflected in our high retention levels and our effective employee engagement methods. The figures for the consolidated bonus payments are indicative of this dynamic and we expect that as our recruitment of females into senior management roles increases, and succession planning continues across the business, these ratios will improve over the coming years.



* Source: Office of National Statistics 2017

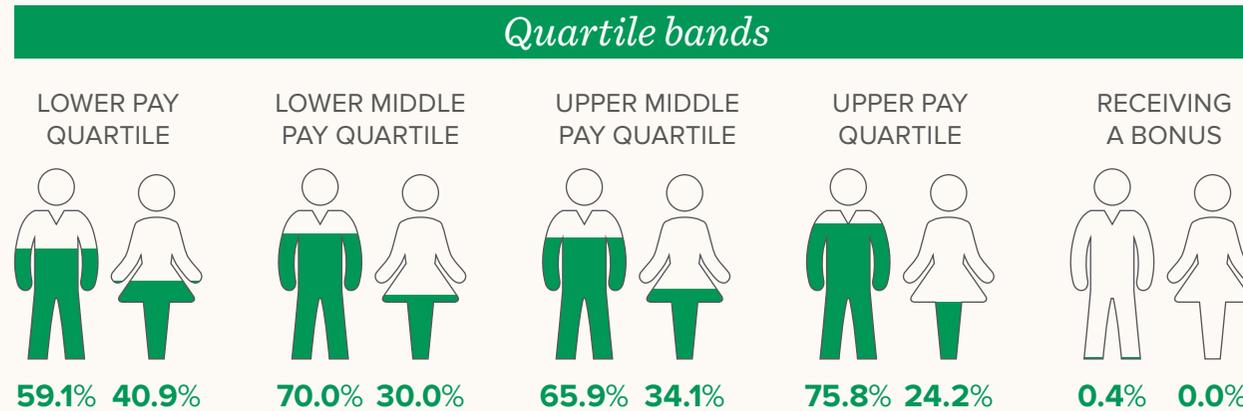
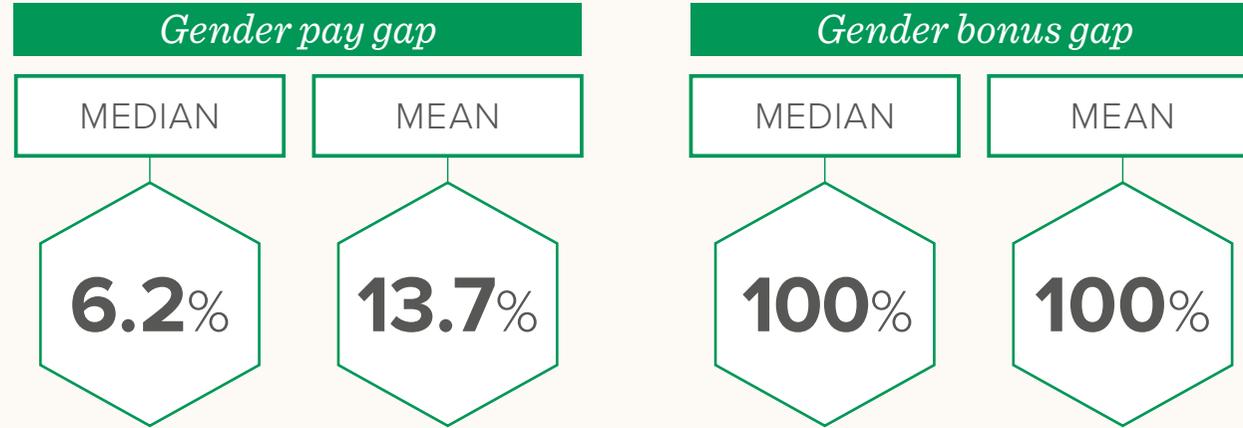
CRANSWICK COUNTRY FOODS PLC

Both the mean and median ordinary pay figures have a similar percentage gap showing that on average male employees are paid more than female employees. This employing entity includes all of our primary processing sites where we have a high proportion of employees working directly in meat processing. This type of work tends to be male dominated and also attracts a higher salary banding due to the skilled nature of the work.



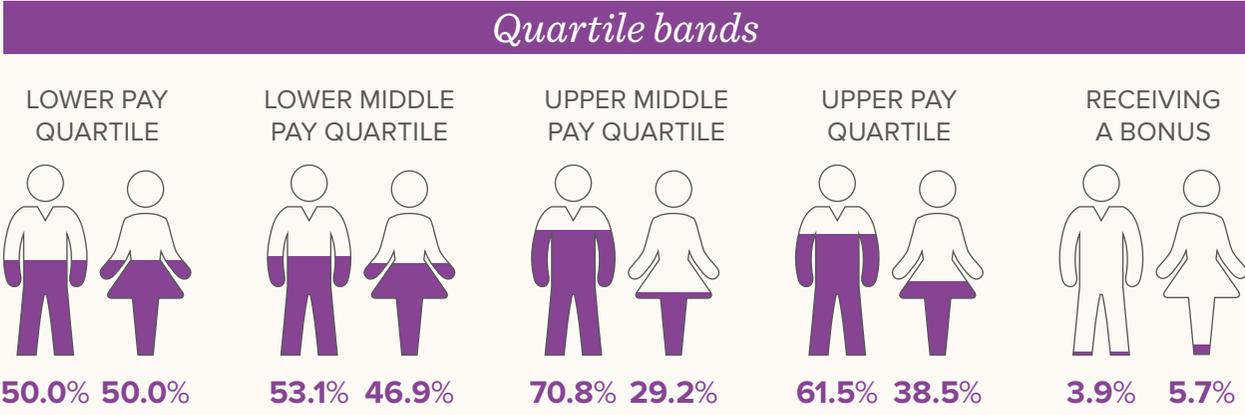
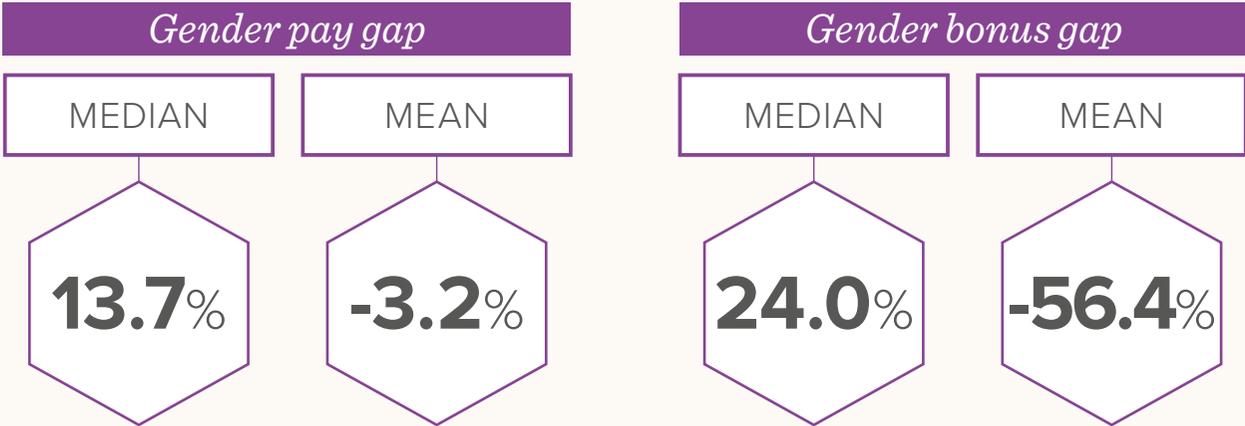
CRANSWICK CONVENIENCE FOODS LTD

Despite females only making up 32.3% of the employees in this business, the mean ordinary pay gap is the third lowest in the Group. This is well below the industry average gap between male and females mean and median pay.



CRANSWICK GOURMET PASTRY COMPANY LTD

This recently established business is housed in a brand new, industry leading, facility where we have recruited our workforce in accordance with our current policies. This entity has the most even split between the male and female population and there is a negative mean ordinary pay gap. These results demonstrate the positive impact on gender equality and pay, where there has been the opportunity to undertake significant recruitment into a business, in accordance with our current policies and procedures.



CROWN CHICKEN LTD

This business was acquired in April 2016 and includes farms, a feed mill and a primary processing facility which have historically tended to be predominantly male biased. Due to our relatively short period of ownership we have yet to make a significant impact on the gender pay gap in this business, which we are committed to improving.

