

Gender Pay Gap Report 2021



Gender Pay Gap

When it comes to raw bacon and gammon, we've got it covered. Direct Table Foods currently supplies products to all areas of the UK retail, foodservice and wholesale market.

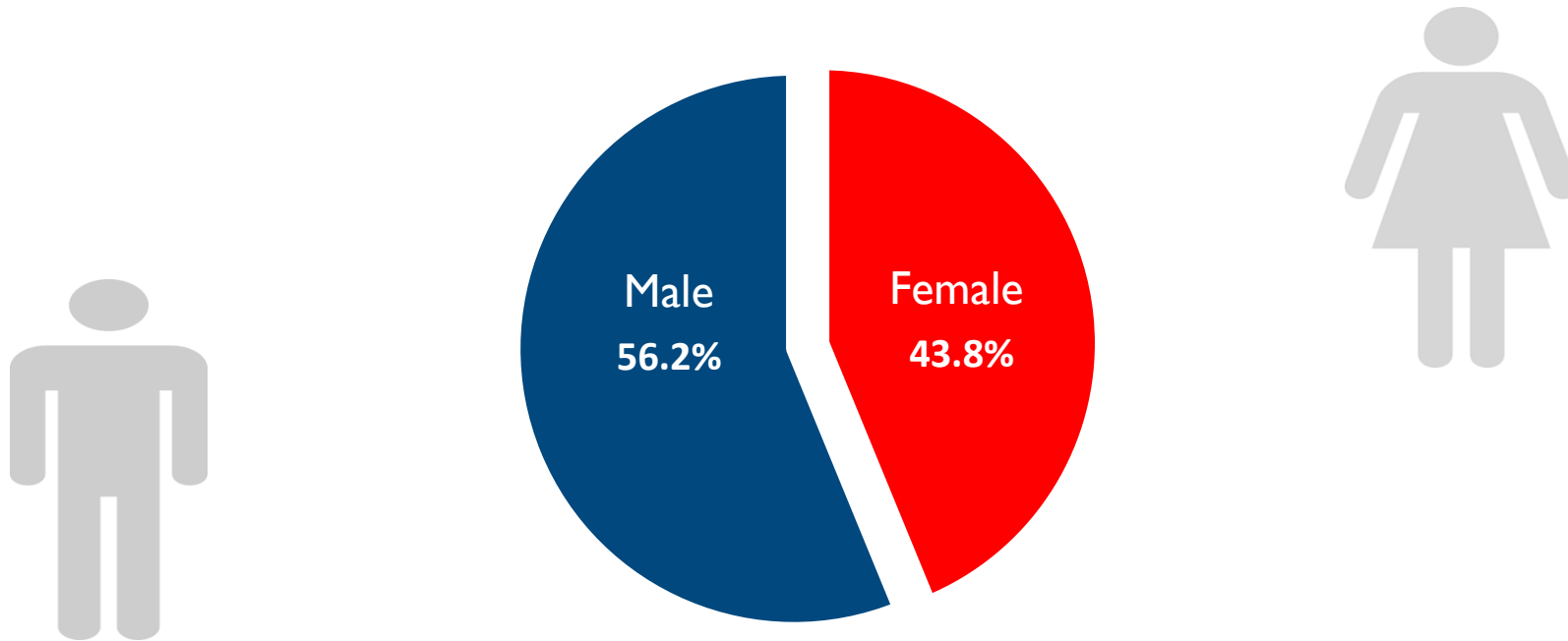
We employ over 500 staff and are committed to promoting equality for all. We have a diverse workforce which is vital to our success.

All UK business with over 250 employees are now required , by law, to share details of their Gender Pay Gap.

It's important to know that the Gender Pay Gap is not the same as Equal Pay. We are confident that all our staff performing the same job receive equal pay.

Our Findings

At the snapshot date (05/04/2021), we had 523 “Full Time relevant Employees”

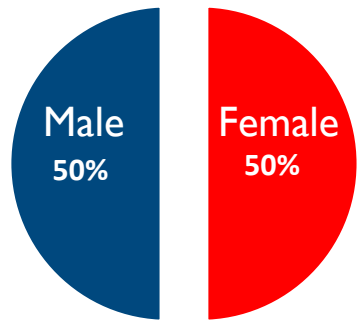


The above data shows very little change on the last year

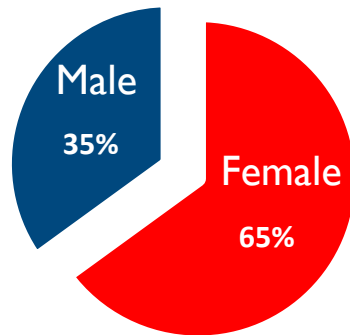
Pay Quartiles

We have seen an increase in females in the Upper Quartiles but we are constantly looking to recruit a balanced workforce where possible.

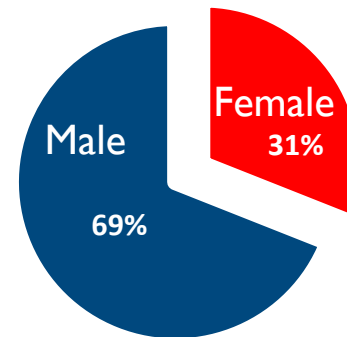
Lowest Quartile



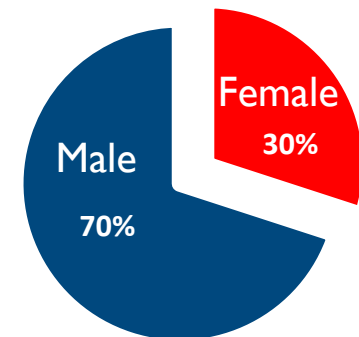
Lower Middle Quartile



Upper Middle Quartile



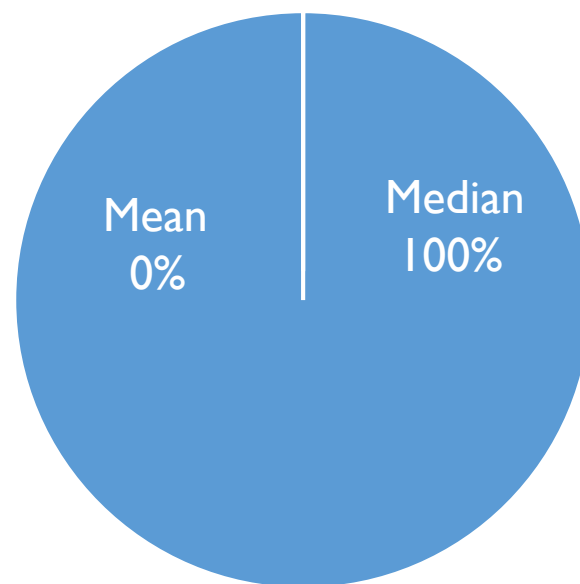
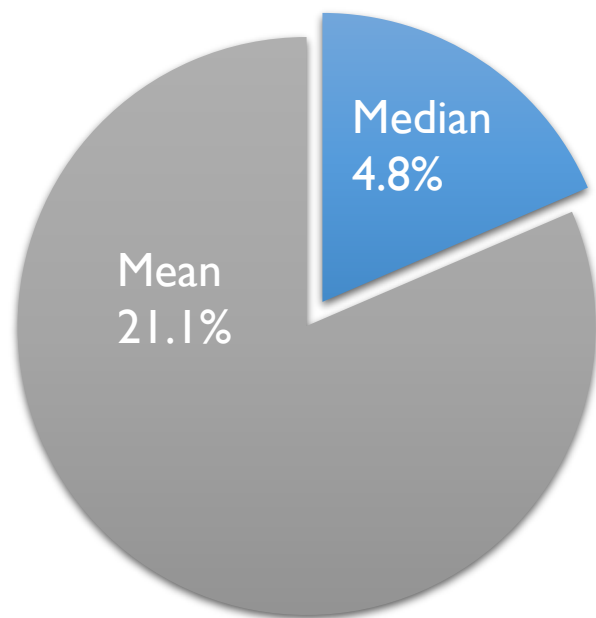
Upper Quartile



These graphs show the workforce divided into four equal-sized groups based on hourly pay rates. The lowest quartile is the lowest paid 25% of employees and the upper quartile is the highest paid 25%.

Pay & Bonus Gap

Analysis of our data shows our pay gap does not arise from women and men doing the same job, and being paid differently, but is due to less women being employed in senior Positions. We are continuing to work on this.



Proportion of men & women receiving a bonus payment



0 men received a bonus
0%



0 women received a bonus
0%

This is the difference between the average hourly pay & bonus pay by gender.
It is reposted as a mean average and a median (mid-point) figure.

A Gender Pay Gap exists in the most UK organisations.

Next Steps

Site growth has been an overall increase of permanent headcount by 24.23% in the last year. However with more men than women joining the business during this time we have seen the percentage of females drop from 46% to 43%.

We have seen a higher proportion of men enter Q3 and higher proportion of women enter Q4 roles. This has impacted the mean pay gap, driving a reduction of difference in average pay. A move of this gap in the last year from 29.6% to 21.1%.

However, the increase in headcount has also seen a large number of females enter into higher paid roles and as such the median has moved from 12.4% to 4.8%.

2021 has seen us introduce a new suite of apprenticeship and development programs, these will support our move back towards a more balanced male, female split and provide opportunities for women to move into more senior positions.