

19  75

Gender Pay Gap Report

2020


CRANSWICK *plc*

GENDER PAY GAP REPORT 2020

THIS IS OUR FOURTH YEAR OF REPORTING AND WE CONTINUE TO MAKE POSITIVE PROGRESS AND CHANGES WITHIN THE BUSINESS IN ORDER TO IMPROVE THE GENDER PAY DIFFERENTIALS.



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. This reporting period has fallen during what has been a particularly difficult year due to the COVID pandemic. Cranswick did not furlough any of its employees and therefore the Gender Pay figures have not been affected by this particular dynamic. The business is proud of its loyal and dedicated colleagues who have continued to attend work, as designated key workers within the food industry. We are extremely grateful for their commitment and support.

Despite the complications that the pandemic brought to our industry, we have remained committed to achieving gender equality and have maintained the momentum with which we first commenced this reporting process. This year the Consolidated Group Mean Pay Gap has continued its trend of decreasing since 2018, and has reduced from 16.8% in 2019 to 14.2% in 2020. Furthermore the male mean hourly pay value has increased from 11% to 16% in comparison to the female hourly pay value which has increased by 15% year on year. We continue to follow our pledge to reduce the gender pay gap across the business and to reward and recognise our staff and supporting them during this period of uncertainty.

In previous reports we have referenced the historically male biased nature of the businesses that we have acquired either in farming or food production and have remained transparent about the uneven distribution of male colleagues in senior positions. Whilst we envisage this dynamic continuing for some time, we are committed to supporting a female talent pipeline across the business and have promoted 3 of our female Graduates to senior management positions in the last year. We have also continued to grow our cohort of females and this is reflected in our consolidated numbers where there has been a 4% increase of female colleagues. Compared to the numbers we reported last year there are now more females in the top quartile and fewer females in the bottom quartile.

IT IS THEREFORE THE CONTINUING AMBITION OF THE BUSINESS TO ENSURE THAT WE MAINTAIN WORKING TO CLOSE THE GENDER GAP AND RETAIN A POSITIVE FOCUS ON CONNECTING WITH BOTH GENDERS AT ALL LEVELS OF RECRUITMENT AND RETENTION PROCESSES.

Recognising Diversity

In 2019, we had planned to hold our first Recognising Diversity Day. However due to the pandemic this was postponed until 2022. Inclusion and Diversity is an area of development for the business and particularly at a time when the workforce has been more dispersed, with some colleagues have been working remotely. Women, in particular, have been negatively impacted by the pandemic and so we put in place support mechanisms via Mental Health and Wellbeing Hubs to ensure the continued inclusivity of our workforce.

Promoting Flexibility

There has been a shift change in the way in which our workforce has operated over the last 12 months. Clearly there has been the requirement to continue to maintain vital supplies of fresh food into the supermarkets and our operations staff have been fundamental in ensuring that as key workers, this takes place on our production sites. We have also had a cohort of staff who have been working from home during the pandemic and for whom their working lives have seen significant changes from a personal and work perspective.

To accommodate both of these dynamics, we have introduced family friendly shift patterns across our sites, to encourage flexibility for parents who have childcare commitments or simply to make the work-life balance easier for many of our staff. Equally, we have introduced a dynamic working mentality which allows colleagues to have the flexibility and autonomy to manage their own working time, whilst at the same time recognising the importance of family. These initiatives have helped not only to retain and attract women into our business and have driven the perspective of gender equality across all sites.

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

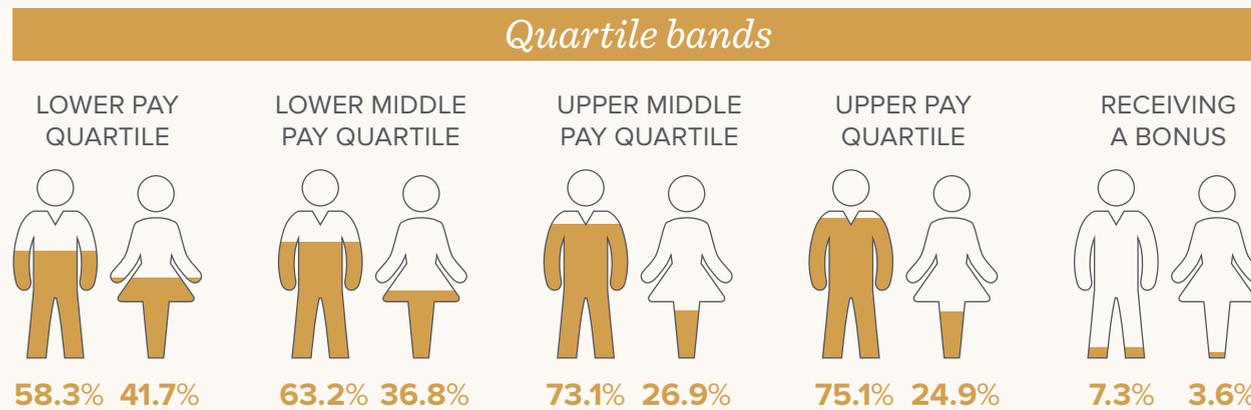
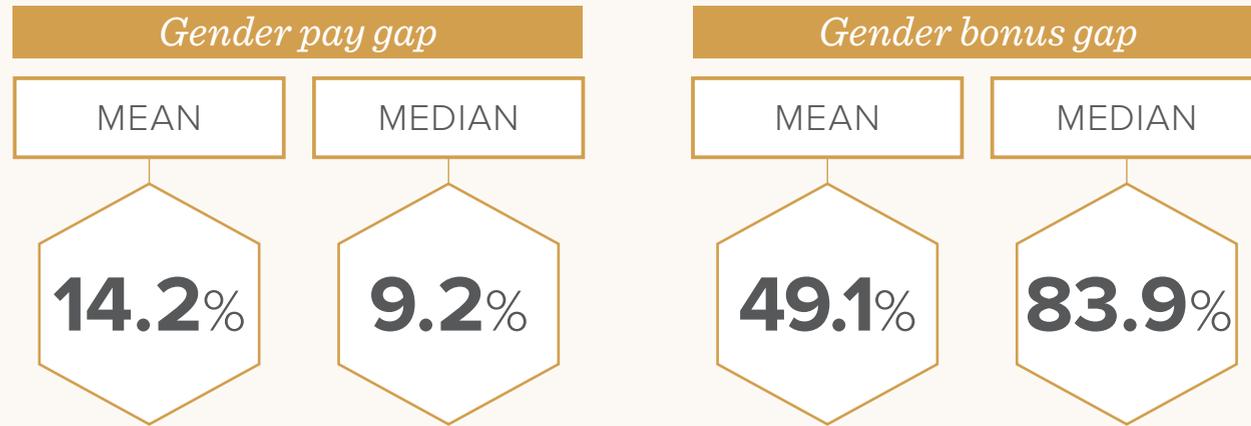


MIRANDA SPENCER
Group HR Director

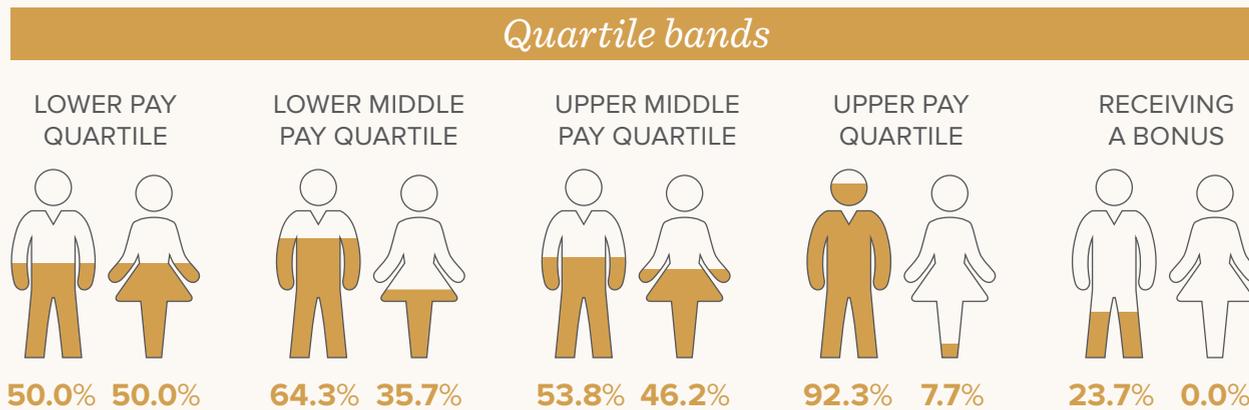
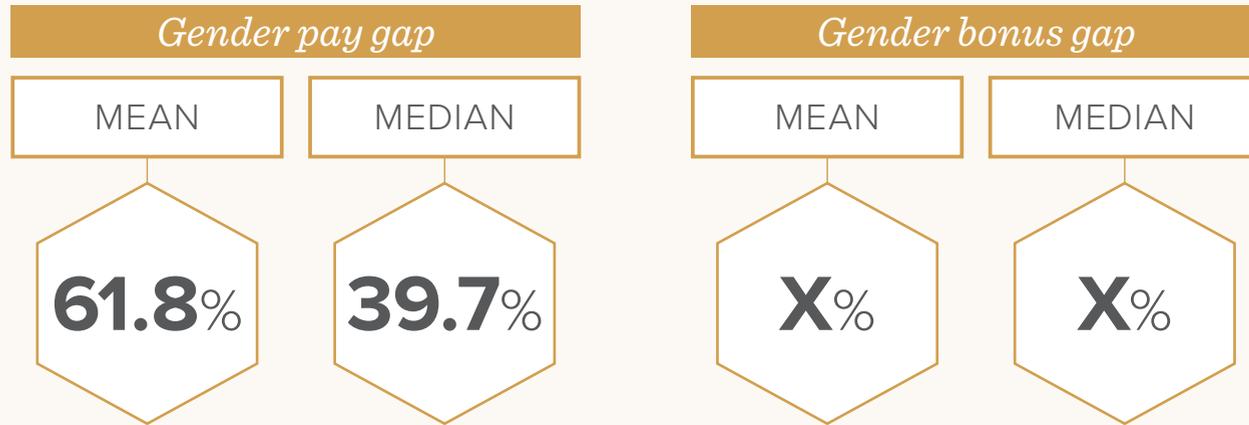


CRANSWICK CONSOLIDATED GROUP

The consolidated Cranswick Group's mean pay gap has continued to trend downwards year on year and we are pleased to report that this year it has decreased from 16.8% in 2019 to 14.2%. The dataset has increased by 7% and there are more females in the top quartile and fewer in the lower quartile. The number of women receiving Bonus payments has also increased significantly alongside a decreasing Bonus pay gap.

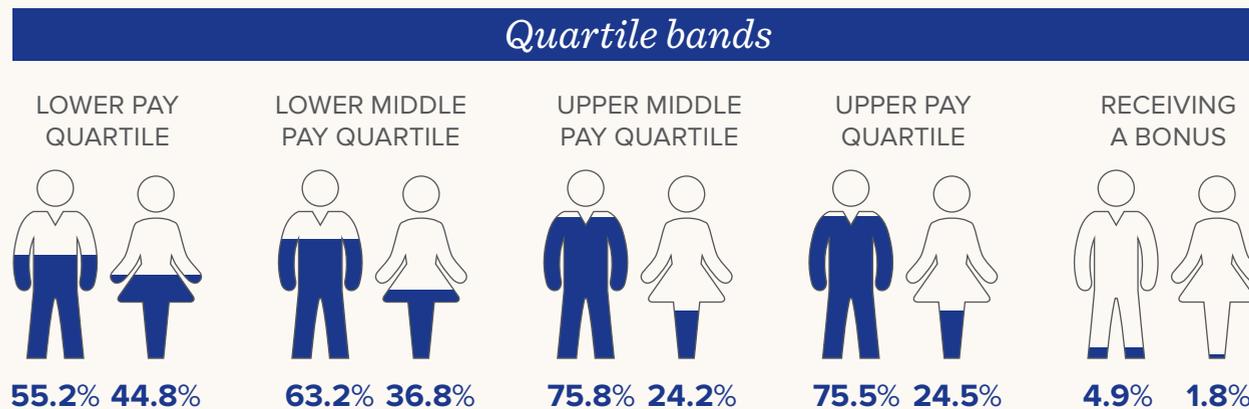
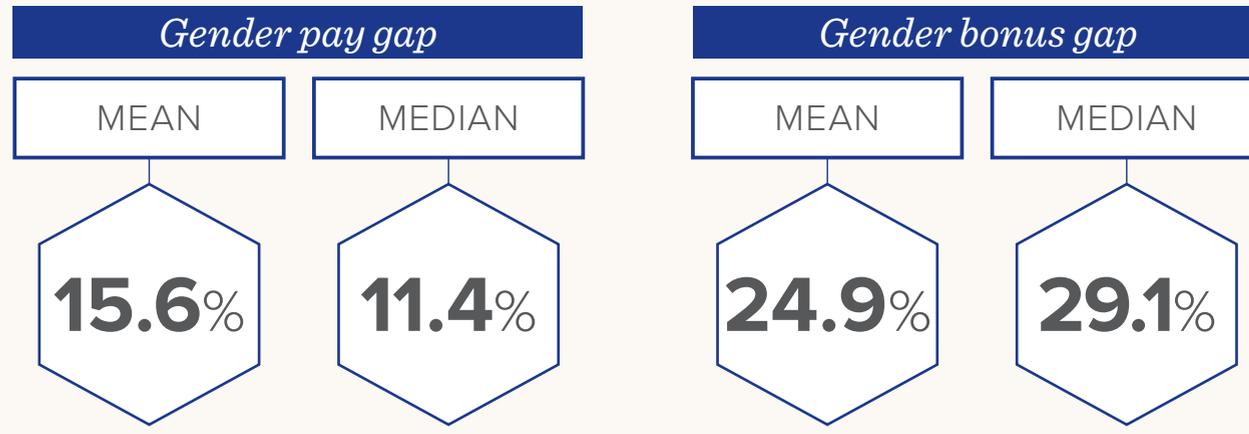


This grouping includes the highest level of executives and therefore as previously reported, this has a bearing on the pay gaps, which are unlikely to change for the foreseeable future.



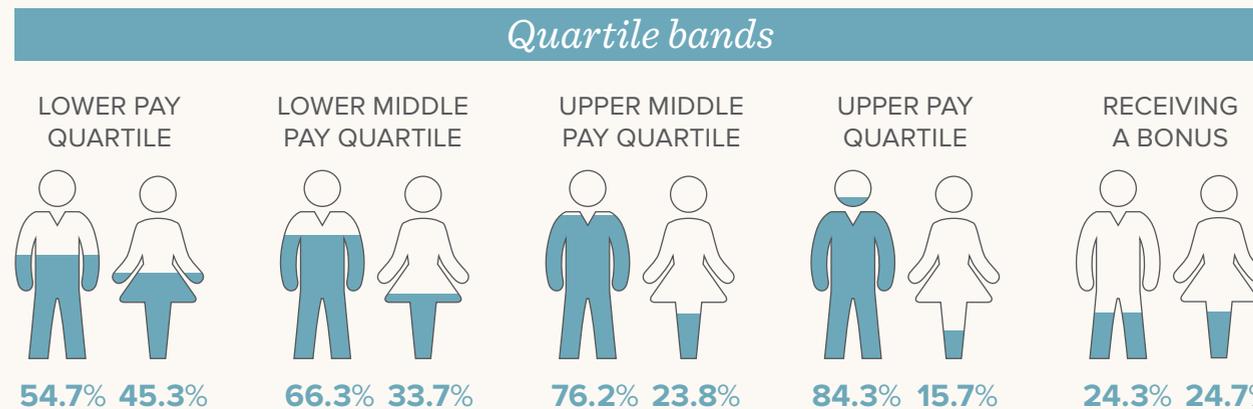
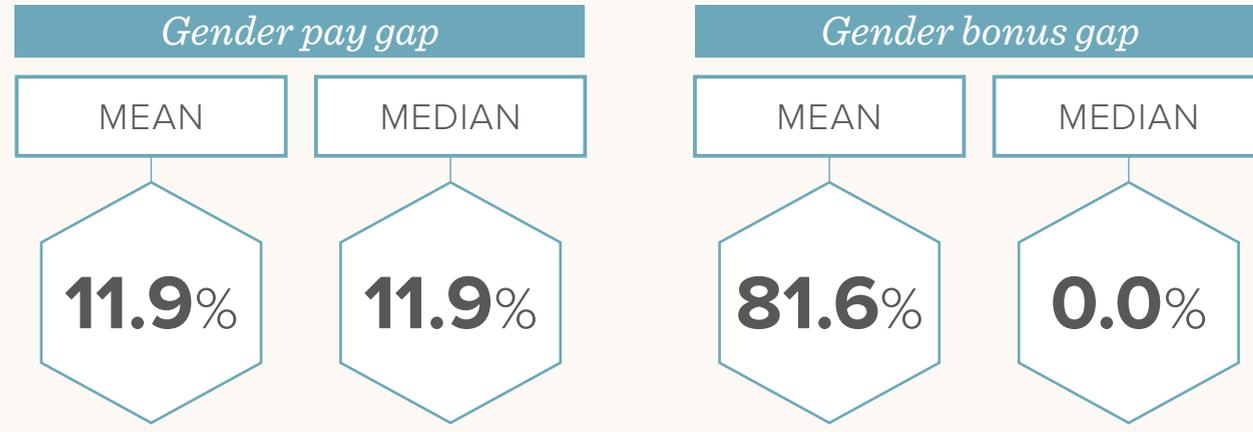
CRANSWICK COUNTRY FOODS PLC

This is the largest employing entity within the business and employs a large number of factory operatives and the pay gap has been affected by the number of acquired business within the grouping. We are pleased to report that the hourly pay gap has continued its trend of decreasing on the previous year.



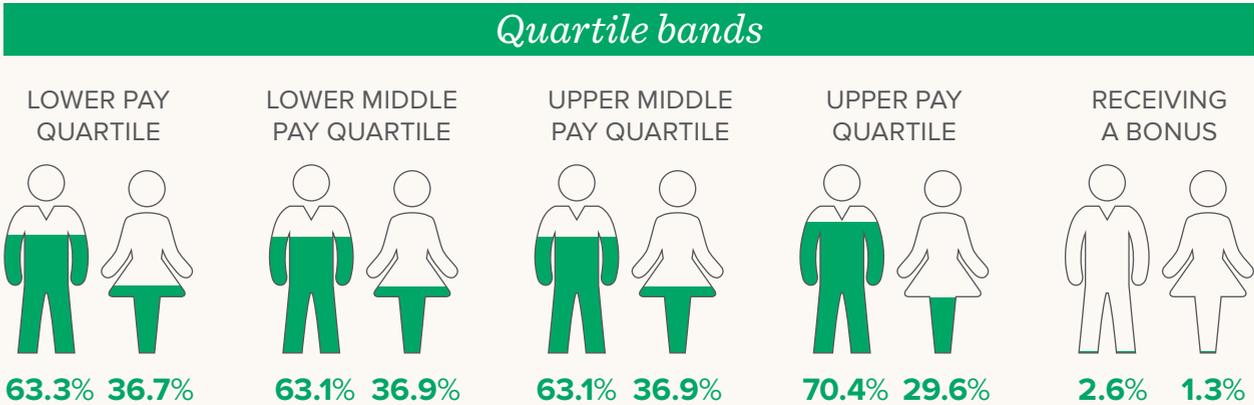
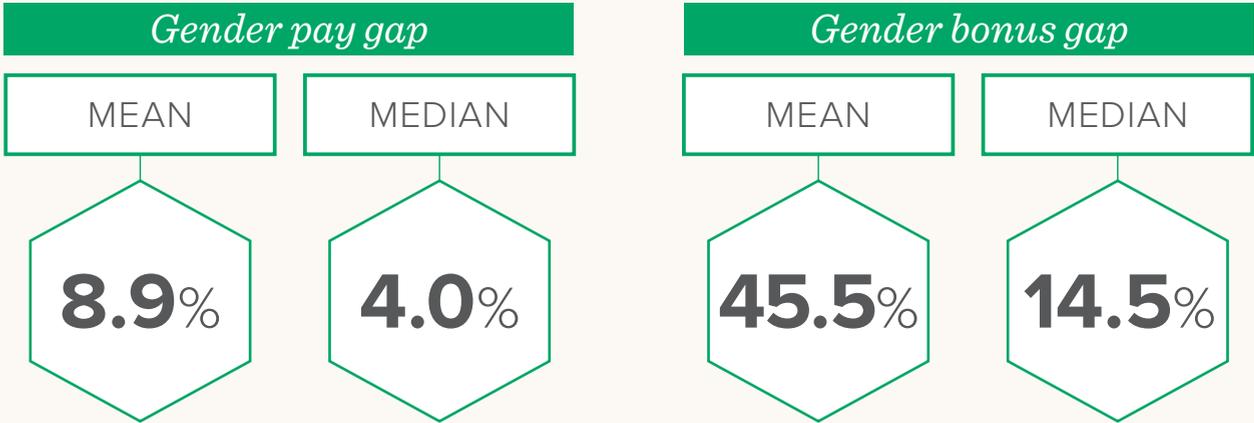
CROWN CHICKEN LTD

As this entity has grown by over 35% over the last twelve months the proportion of female colleagues has risen to 43%. The mean pay gap has reduced by 6.7% on previous years but the median pay gap has seen an increase of 6.2% due to the overall increase in pay rates and the higher number of men than women within the entity.



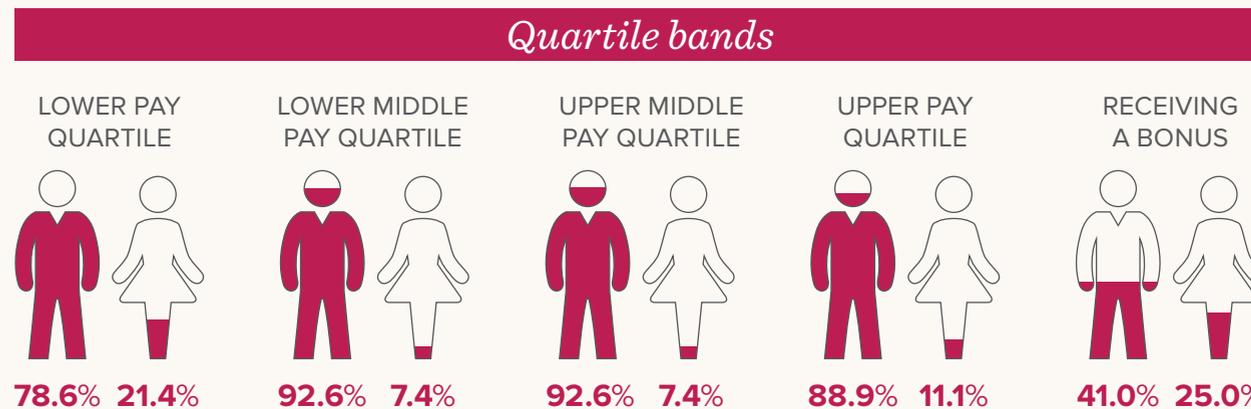
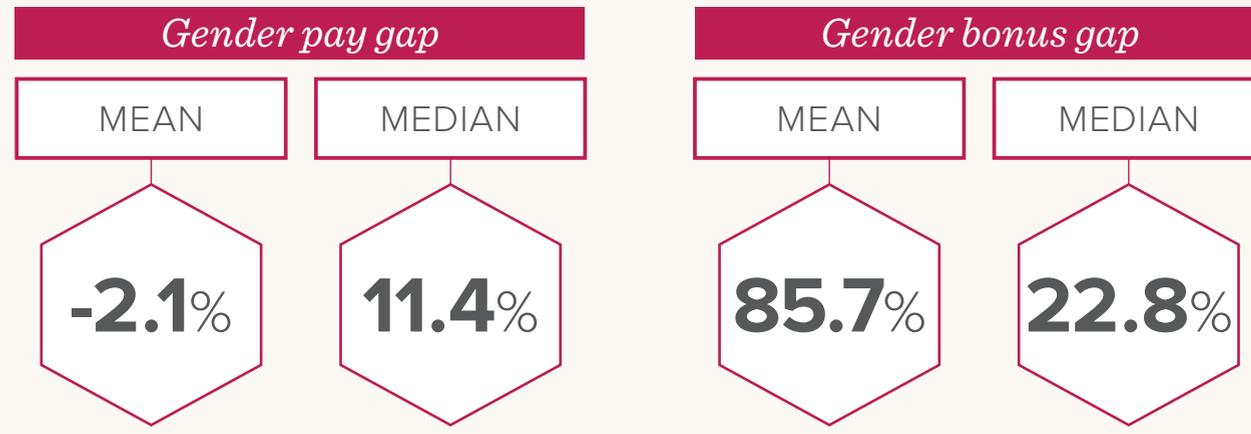
CRANSWICK CONVENIENCE FOODS LTD

Both the mean and median pay gaps have continued the trend of decreasing year on year and furthermore the mean and median hourly pay values have increased for both genders since last year. There are more females in the top two quartiles since the previous year and fewer in the lower quartile. Female employees have also seen their bonus values increase at 3%.



WAYLAND FARMS LTD

This entity had the lowest percentage of women in the business but the data set has increased overall by 10% this year. We are pleased to report that women now represent 30% of this total. The mean pay gap has decreased from 24.5% to -2.1% and the median pay gap has reduced from 19.7% to 11.4%.



CRANSWICK
COUNTRY FOODS
BALLYMENA

The median and mean pay gaps have increased slightly this year, due to the requirement for Butchers, who are sourced from what is still a predominantly male labour pool.

