



GENDER PAY GAP REPORT 2025

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CRANSWICK FALLS UNDER THE REPORTING REQUIREMENTS ON GENDER PAY AND FULLY RECOGNISES ITS OBLIGATION TO PROMOTE GENDER EQUALITY AND STRIVE TO ACHIEVE FAIRNESS AT WORK.

This report presents the organisation's gender pay gap data for the relevant reporting period. It outlines the differences in average pay and bonus payments between male and female employees and examines the distribution of employees across pay quartiles. The report aims to provide transparency regarding pay structures within the organisation while supporting ongoing efforts to create a fair and inclusive workplace.

The gender pay gap remains an important indicator of inequality within the workplace and reflects broader structural and cultural factors that influence how individuals are recruited, rewarded, and promoted within organisations. Cranswick continues to make progress in this area and maintains transparency, reflection, and a clear commitment to equality and diversity.

For the 24/25 reporting period Cranswick had three legal employing entities with 250 or more employees on the snapshot date and therefore have a mandatory requirement to report their GPG disclosures. These entities are;

- Cranswick Country Foods plc
- Crown Chicken Ltd
- Katsouris Brothers Ltd

In line with previous years, Cranswick has published all mandatory GPG disclosures within one report. In addition to the entities above, we will publish GPG metrics for the following set of employees on a voluntary basis;

- All UK employees of the Cranswick Group: and
- Cranswick Country Foods Ballymena: and
- Cranswick plc

We are pleased to report that the mean and median hourly pay gaps have both decreased in 2025. Our mean hourly pay gap decreased by 2.0% to 9.6% and our median hourly pay gap decreased by 0.5% to 5.9% compared to 2024.

Both the mean and median hourly pay gap remain positioned below the UK national averages (mean 13.4%, median 12.8%) published by the Office for National Statistics for 2025.

The mean bonus gap has increased by 1.9% compared to 2024, whereas the median bonus gap has reduced by 8.4% compared to 2024. Cranswick's Mean Bonus Pay Gap metrics is subject to greater volatility based on the quantum of bonus payments received by the most senior employees.

Diversity plays a key role in the success and sustainability of any organisation. A diverse workforce brings together individuals with different backgrounds, experiences, perspectives, and skills, which can enhance creativity, decision-making, and overall organisational performance. Promoting diversity within the business ensures that opportunities are accessible to all employees and helps create an environment where individuals feel valued and supported regardless of gender or background. Our commitments are supported through our ED&I Committee and the desire of the business to embed an understanding of diversity across its employee community.

An important aspect of improving gender equality within organisations is increasing the representation of women across all levels of the workforce, particularly in leadership and higher-paid roles. Progress in this respect can clearly be seen via the decreasing mean and median pay gaps year on year. Historically, women have been underrepresented in senior positions, which can contribute to differences in average pay between men and women. By actively supporting the development and progression of female employees—through our initiatives such as mentoring, leadership development programmes, and fair promotion practices—we are helping to ensure that talent is recognised and rewarded equitably.

Creating a diverse and inclusive workplace also involves promoting policies and practices that support work-life balance, flexible working, and equal access to career opportunities. These measures can help reduce barriers that may disproportionately affect women and other underrepresented groups, enabling a wider range of employees to progress and succeed within the organisation.

This report forms part of the organisation's broader commitment to equality, diversity, and inclusion. By monitoring gender pay data, promoting diversity within the business, and supporting the advancement of women throughout the organisation, the business aims to reduce the gender pay gap over time and foster a workplace culture where everyone has the opportunity to thrive.



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

A handwritten signature in black ink, appearing to read 'M Spencer'.

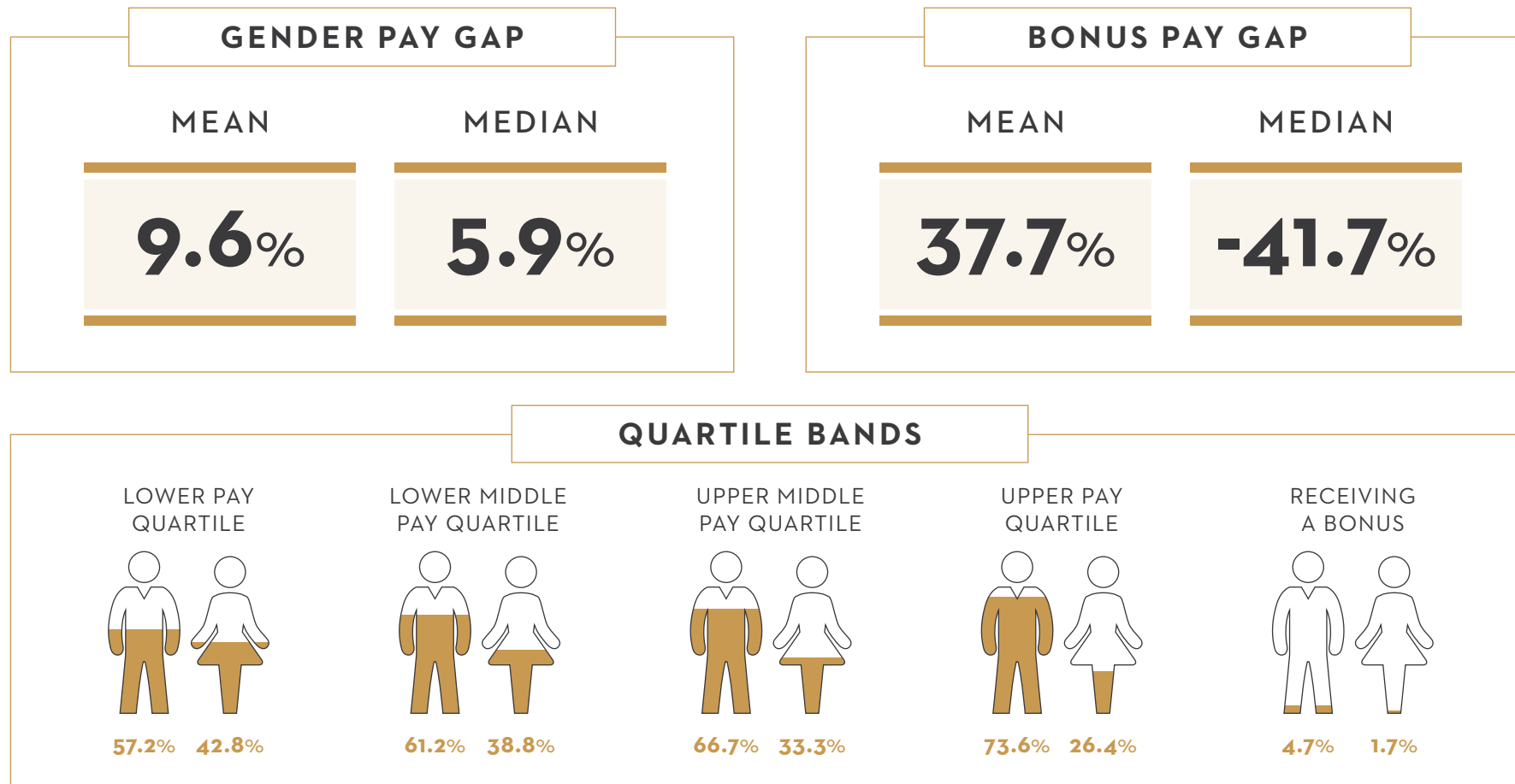
MIRANDA SPENCER
Group HR Director



CRANSWICK CONSOLIDATED GROUP (VOLUNTARY DISCLOSURE)

The mean and median hourly pay gaps have both decreased in 2025. Our mean hourly pay gap decreased by 2.0% to 9.6% and our median hourly pay gap decreased by 0.5% to 5.9% compared to 2024. Both the mean and median hourly pay gap remain positioned below the UK national averages (mean 13.4%, median 12.8%) published by the Office for National Statistics for 2025*.

The mean bonus gap has increased by 1.9% compared to 2024, whereas the median bonus gap has reduced by 8.4% compared to 2024. Cranswick's Mean Bonus Pay Gap metrics is subject to greater volatility based on the quantum of bonus payments received by the most senior employees.



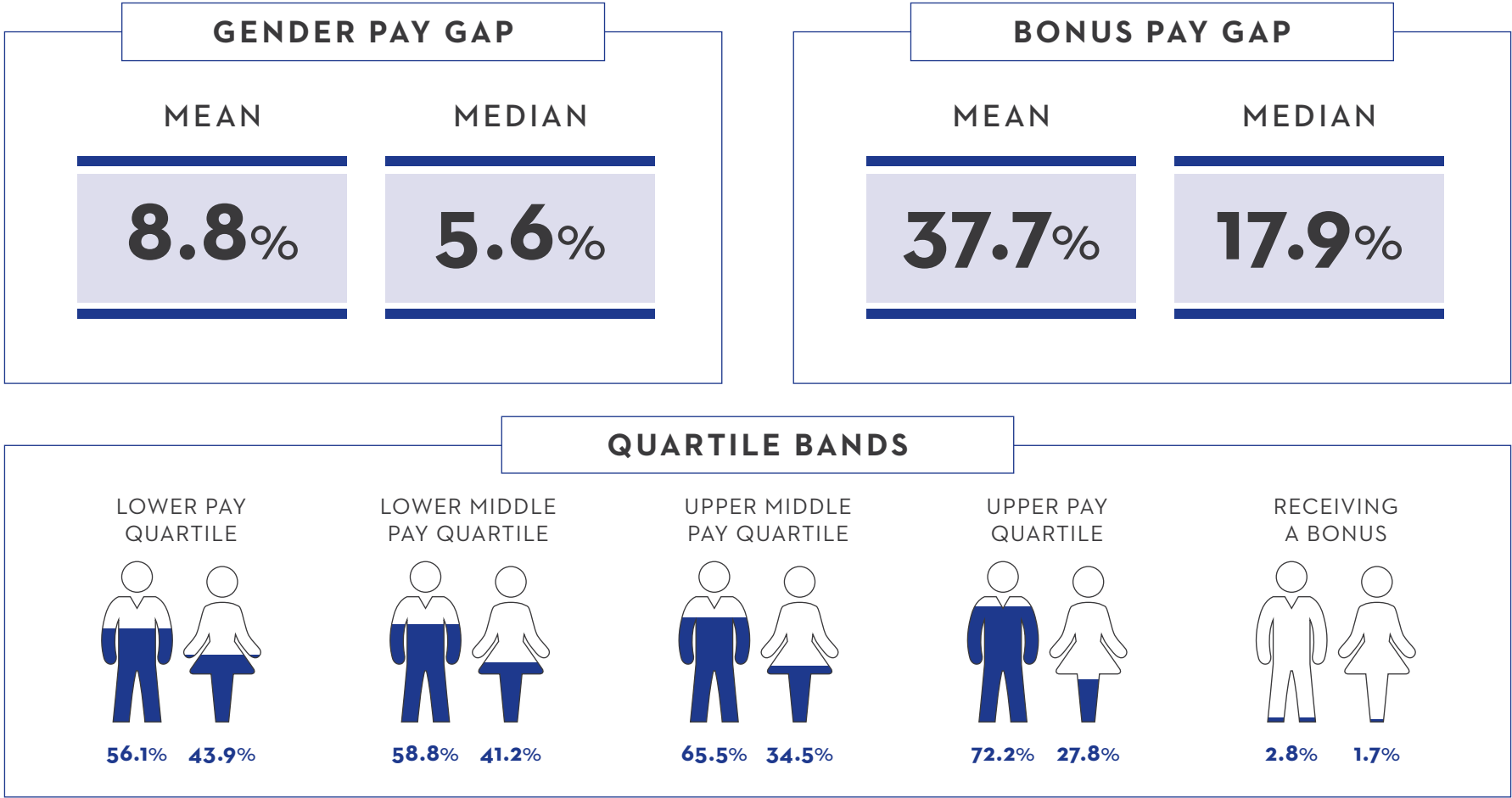
* As published on 23 October 2025.



CRANSWICK COUNTRY FOODS PLC (MANDATORY DISCLOSURE)

Cranswick Country Foods plc saw decreases in both the mean and median pay gap metrics compared to 2024, continuing the trend over the past two reporting periods. The mean pay gap reduced from 10.6% to 8.8%, whilst the median gap reduced from 7.3% to 5.6%, both positioned below the 2025 UK national average (mean 13.4% and median 12.8%).

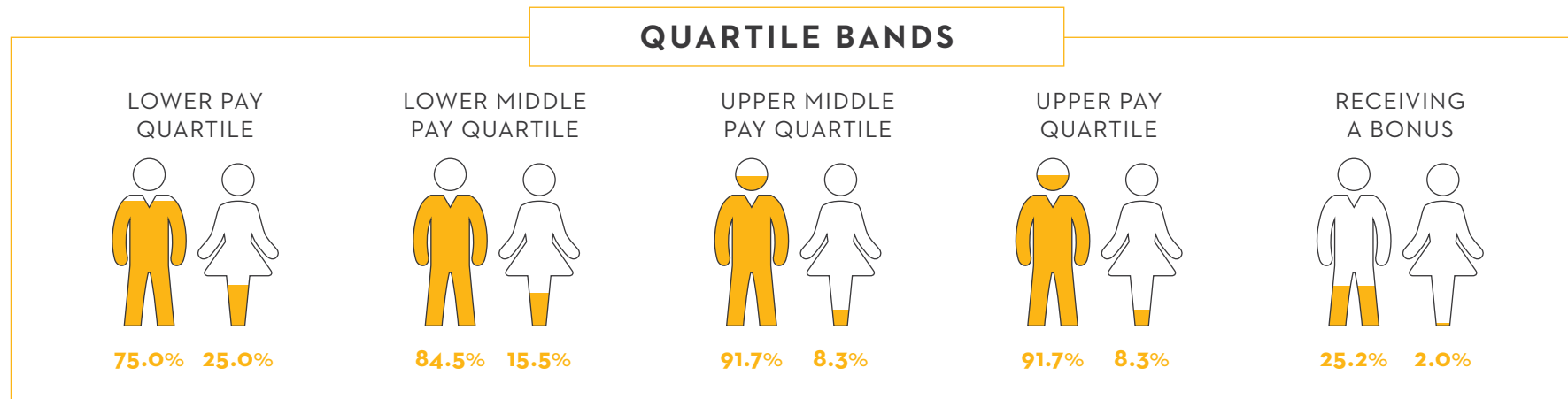
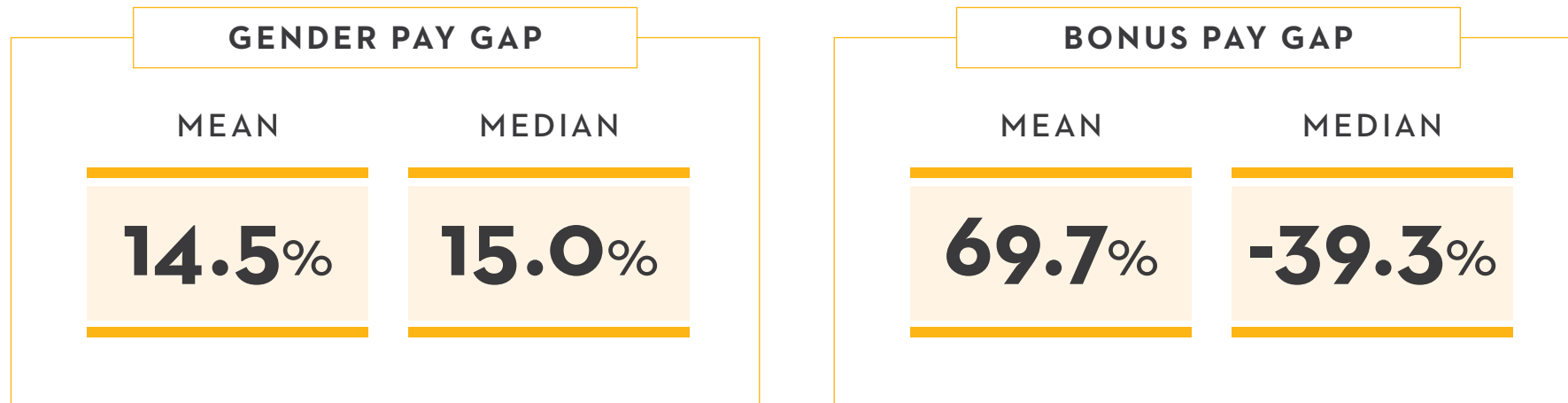
The mean bonus gap has increased by 5.0% compared to 2024, whereas the median bonus gap has reduced by 0.6% compared to 2024.



CROWN CHICKEN LTD (MANDATORY DISCLOSURE)

The mean pay gap increased by 2.8% to 14.5% and the median pay gap increased by 11.9% to 15.0% in 2025.

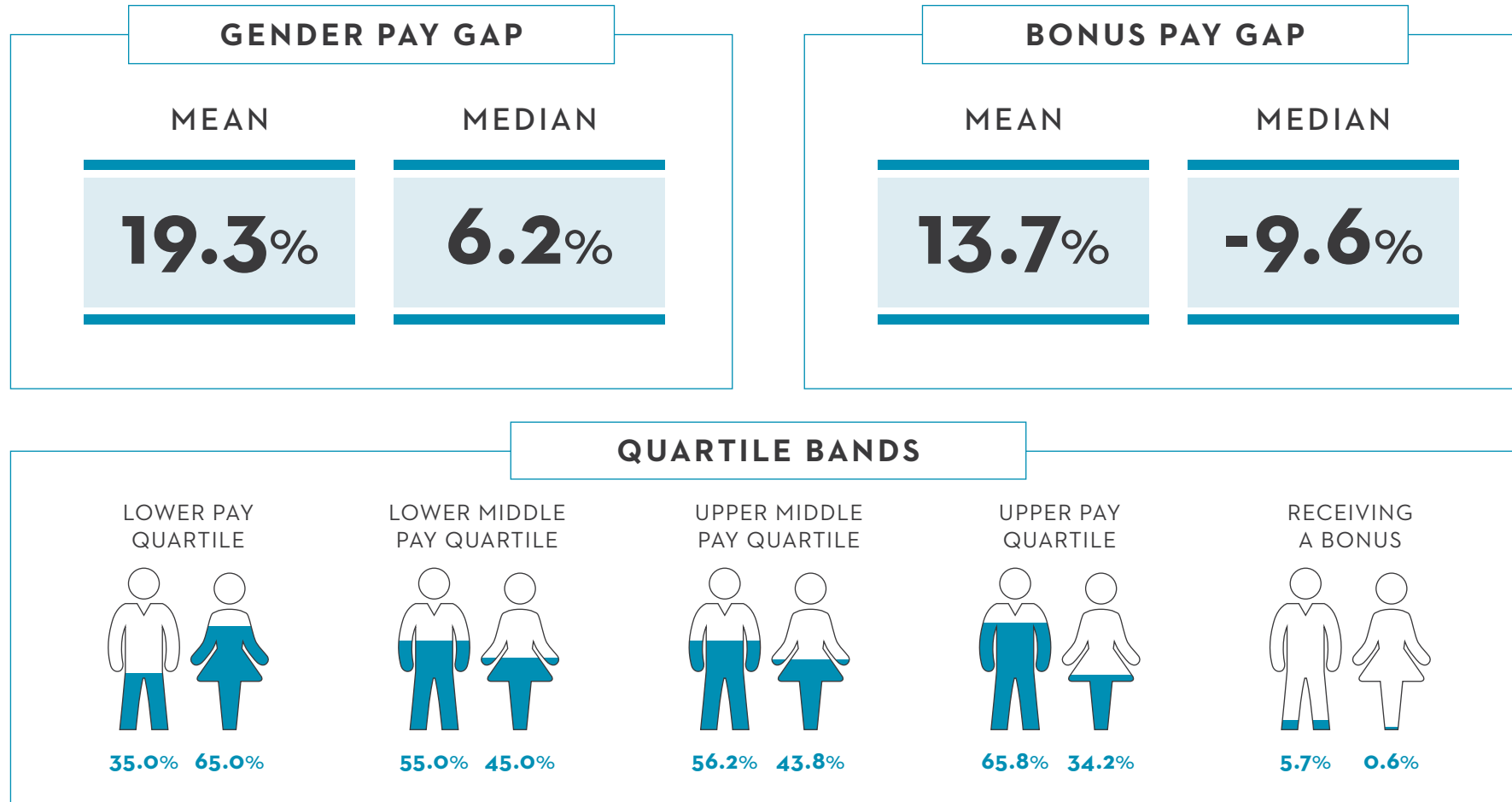
We continue to see a large mean bonus pay gap with Crown Chicken, despite a slight decrease of 17.3% to 69.7%. The median bonus gap has changed significantly in 2025 and now shows a 39.3% pay gap in favour of female employees in 2025.



KATSOURIS BROTHERS LIMITED (MANDATORY DISCLOSURE)

Katsouris Brothers Limited saw decreases in both the mean and median hourly pay gaps compared to 2024, with a 0.2% decrease in the mean and 0.3% decrease in the median. Katsouris Brothers continues to observe an increase in female representation in the upper quartile (increasing by 0.8% from 2024, following a 3.2% increase from 2023) supporting the reduction in both of these pay gaps.

Compared to 2024, we have seen sizeable decrease in both the mean and median bonus pay gaps, with the median bonus pay gap now in favour of female employees.



CRANSWICK COUNTRY FOODS - BALLYMENA (VOLUNTARY DISCLOSURE)

Cranswick Country Foods Ballymena has seen a 3.1% decrease in the mean hourly pay gap from 13.3% to 10.2%. The median hourly pay gap has increased slightly from 8.9% to 9.4%. These hourly pay gaps are predominantly being driven by the representation of male and female employees in the most senior roles.

The mean and median bonus gaps have both significantly increased compared to 2024 and sit at 86.2% and 48.1% respectively.

