



GENDER PAY GAP REPORT 2022

THIS IS OUR FIFTH YEAR OF REPORTING AND WE CONTINUE TO MAKE POSITIVE PROGRESS AND CHANGES WITHIN THE BUSINESS IN ORDER TO IMPROVE THE PAY DIFFERENTIALS, AND INCREASE THE NUMBER OF FEMALES WITHIN OUR EMPLOYEE POPULATION.

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. Over the reporting year there have been significant social, political and economic events globally, but Cranswick has continued to strive to ensure the protection and engagement of its dedicated and loyal workforce.

For the 2021/22 reporting period, Cranswick had three legal employing entities with 250 or more employees at the 5 April 2022 snapshot date that therefore have a mandatory requirement to report their GPG disclosures by 4 April 2023. These entities are:

- Cranswick Country Foods plc;
- Crown Chicken Limited; and
- Katsouris Brothers Limited.

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

- All UK employees of the Cranswick Group; and
- Cranswick Country Foods Ballymena.

We have provided comments on each of the above data sets, although note that the 2021/22 reporting period is the first reporting period that Katsouris Brothers Limited has been required to report its GPG metrics.

RESULTS

The consolidated Cranswick Group's mean pay gap increased by 2.1 % to 17.5% in 2022. The median pay gap increased by 2.7% compared to the 2022 pay gap figure. This has been attributed to an increased number of women in the lower quartile pay scale in comparison to the number of men recruited proportionally. There have however also been increases in the number of women employed at the upper quartile level. Cranswick's 2021/22 median pay gap is still, however, lower than the UK national averages of 14.9%.

The total employee population has increased by 1120 people compared to 2021, with a greater proportionate increase in the number of female employees (14.6%) across the Group, compared to men (9.7%). The number of women in all but one of the quartiles has increased since 2021 and similarly the number of men in all but one quartile has decreased since 2021.

RECOGNISING DIVERSITY

We have engaged with a third party provider this year to provide training to our Executive Board on DE&I. We believe that the message surrounding diversity, equity and inclusion should be driven from the top of the organisation.

Being diverse and inclusive ensures that we can incorporate a broad range of perspectives and backgrounds, and by reflecting the world around us, we will continue to be the best partner to our customers.

Our DE&I Steering Committee has been established with clear goals and objectives for the forthcoming months. It has been created and implemented by colleagues across our business and aims to ensure that we are providing our multicultural colleagues with the support and working environment to be able to achieve their full potential and be comfortable being their authentic self at work.

Women in the business and mental health will be our key focus areas initially and there are a number of events diarised over the year. These include an 'Audience With' seminars for women in the business to engage with, and learn from, our successful senior female leaders and understand their journeys for success. We are also launching a mentoring group for young women in the business to link with both male and female mentors and we are holding womens' networking groups for peers across the business to meet in an informal atmosphere and discuss goals and objectives surrounding our female talent pipeline.

We recognise that we have more work to do, but through working together we know that we can bring about real and meaningful change. We will continue to drive positive change by reviewing the data in our latest report and maintaining our focus on our longer-term equity, diversity and inclusion objectives. In addition, we will proudly outline our commitments and confidently know our leadership will be stronger by being more diverse.



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

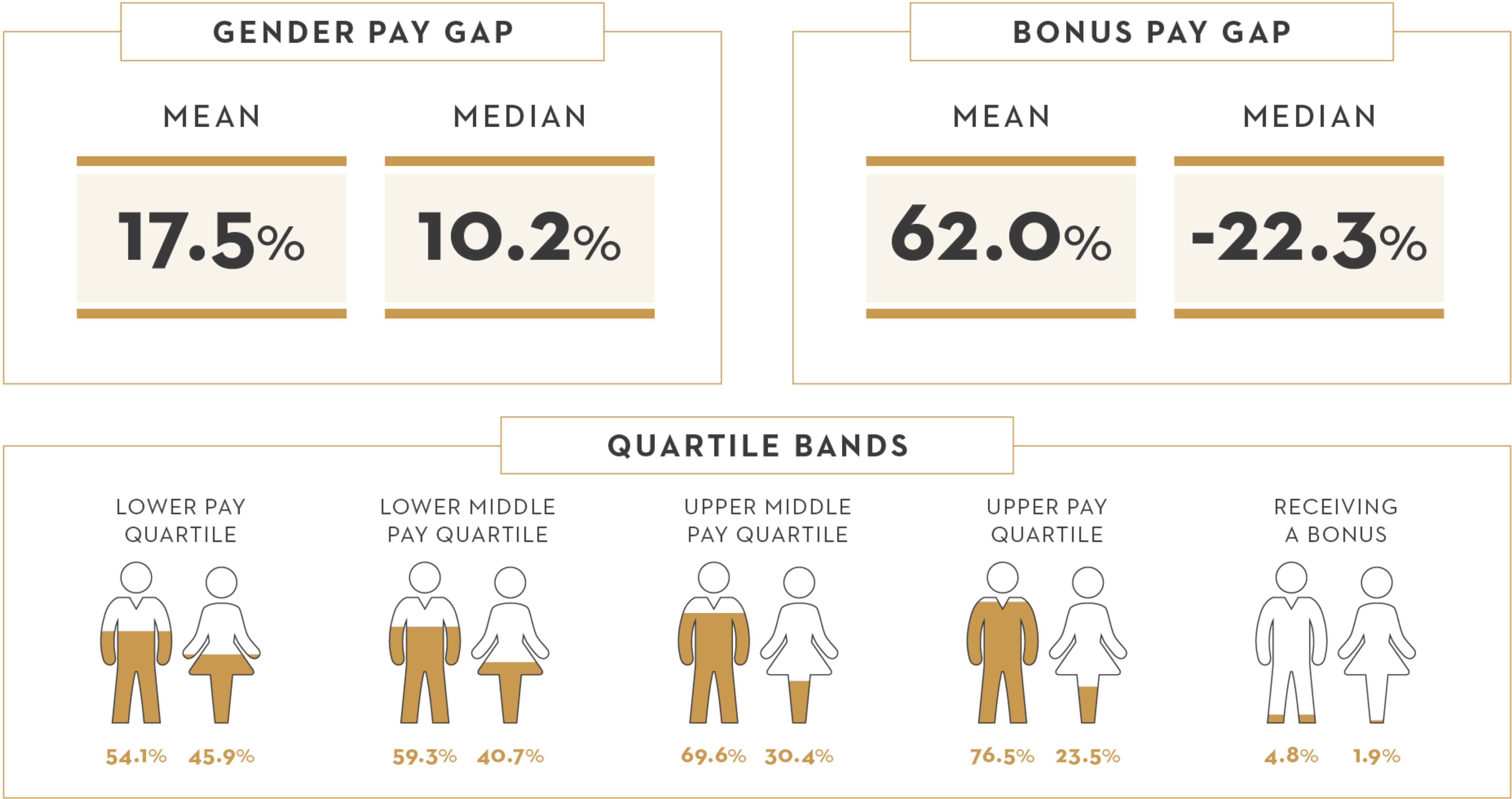
MIRANDA SPENCER
Group HR Director



CRANSWICK CONSOLIDATED GROUP

The consolidated Cranswick Group’s mean and median pay gap saw an increase of 2.1% and 2.7% respectively in 2022. Despite the increase to the pay gap metrics, representation of female employees within the upper and upper middle quartiles have increased compared to 2021.

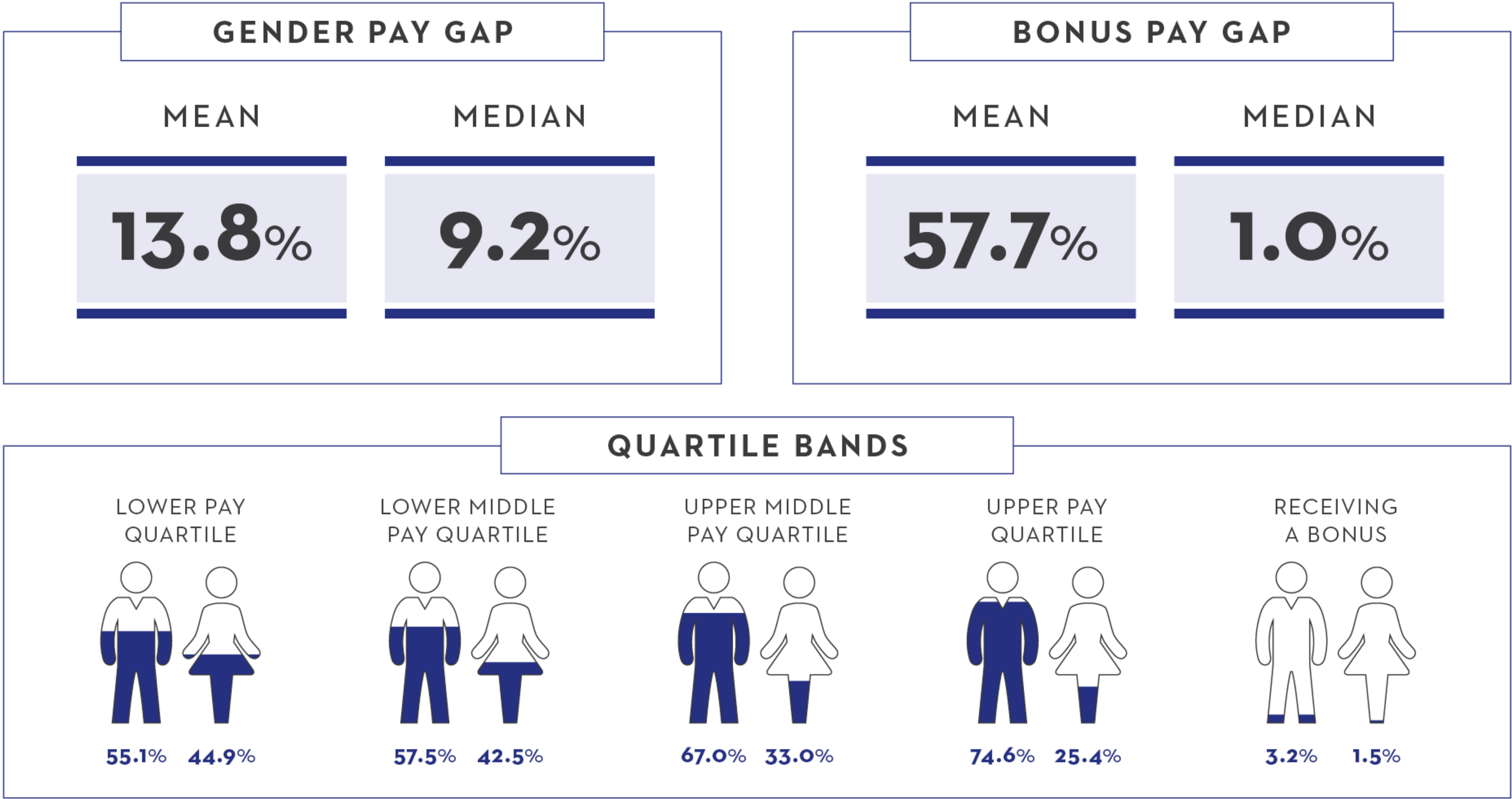
The median bonus pay decreased by 74.3% in 2022, moving from 52% in favour of male employees to 22.3% in favour of female employees. The mean and median bonus pay for female employees has increased compared to 2021, continuing the trend observed from 2020, however, the total number of employees that received a bonus decreased in 2022.



CRANSWICK COUNTRY FOODS PLC

Cranswick Country Foods plc saw a decrease in both the mean and median pay gap metrics, despite the significant increase in the total employee population. The inclusion of the Cranswick Convenience Foods Ltd employees has resulted in a significant increase in female representation in the upper middle quartile, increasing from 24.2% to 33.6%. Female representation has also decreased by 1.4% in the lower quartile, further support for the decrease in the pay gap metrics.

The median bonus gap has decreased by 18.7% compared to 2020.



CROWN CHICKEN LTD

Crown Chicken Ltd has continued its growth from 2020, increasing by 47% employees over the previous 12 months. This has seen a 42% increase in the number of male employees and a 58% increase in the number of female employees compared to 2020.

The median hourly pay gap has decreased by 2.1% from 11.9% to 9.8%.

The mean bonus gap has decreased from 81.6% to 60.0%, a decrease of 21.6%. The median bonus gap has remained the same at 0%.

GENDER PAY GAP

MEAN

17.5%

MEDIAN

18.5%

BONUS PAY GAP

MEAN

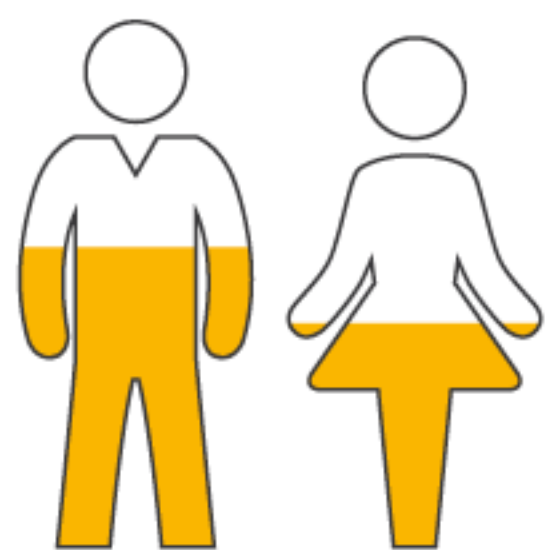
79.2%

MEDIAN

76.2%

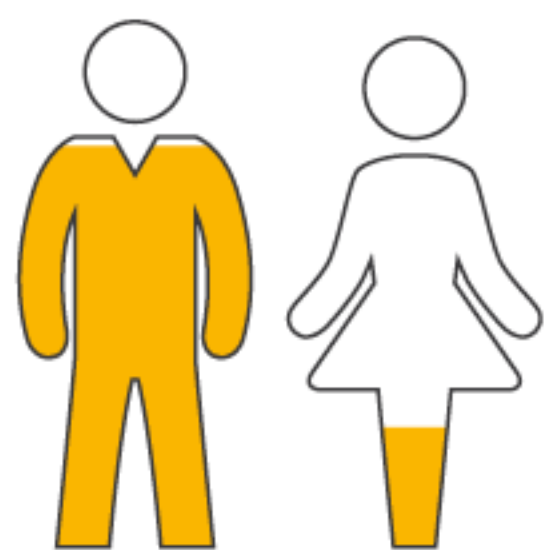
QUARTILE BANDS

LOWER PAY
QUARTILE



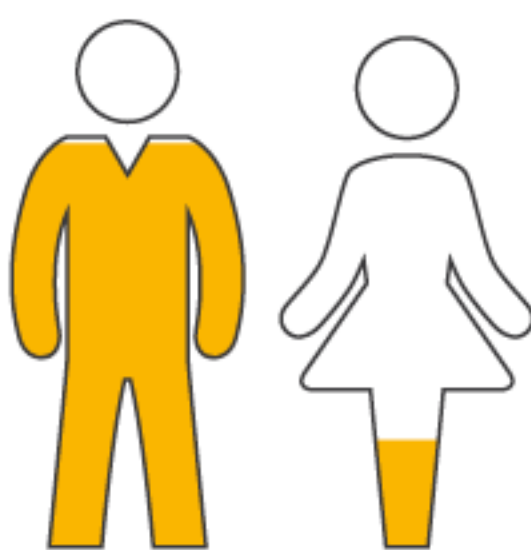
57.7% **42.3%**

LOWER MIDDLE
PAY QUARTILE



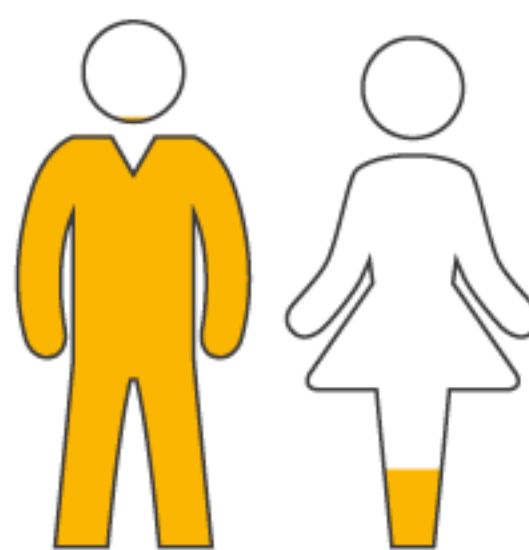
81.4% **18.6%**

UPPER MIDDLE
PAY QUARTILE



82.3% **17.7%**

UPPER PAY
QUARTILE



87.5% **12.5%**

RECEIVING
A BONUS

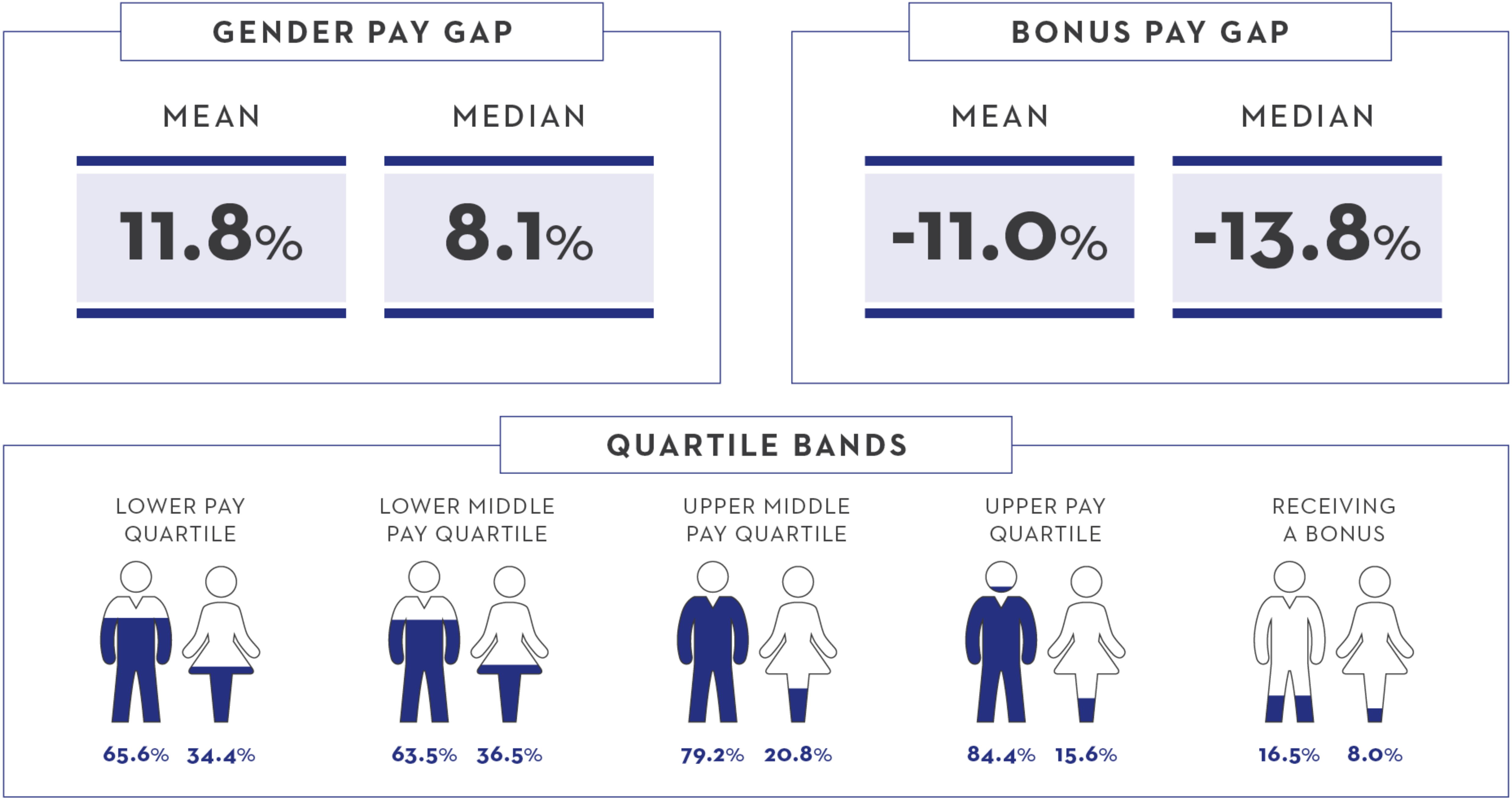


3.9% **2.6%**



CRANSWICK COUNTRY FOODS - BALLYMENA

Cranswick Country Foods Ballymena has seen a decrease in both the mean and median pay gap metrics. The mean hourly pay gap has decreased 1.8% from 15.0% to 13.2% and the median pay gap has decreased by 4.7% from 7.9% to 3.2%.



KATSOURIS BROTHERS LIMITED

GPG metrics for Katsouris Brothers Limited. Comparisons to previous reporting periods are not available as the 2021/22 reporting period is the first year Katsouris Brothers Limited is considered to be a Relevant Employer.

GENDER PAY GAP

MEAN

30.4%

MEDIAN

11.5%

BONUS PAY GAP

MEAN

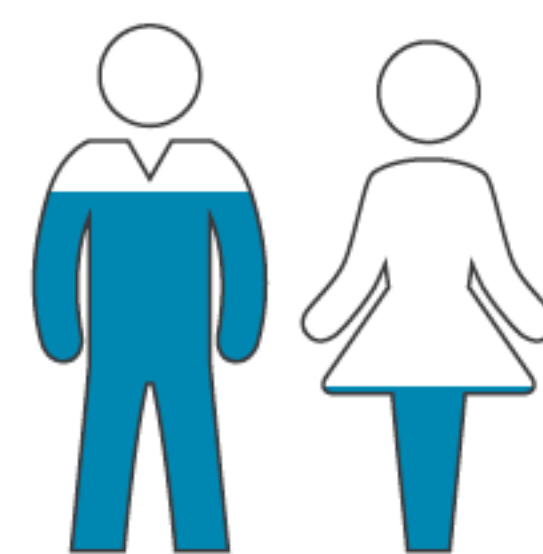
61.2%

MEDIAN

11.2%

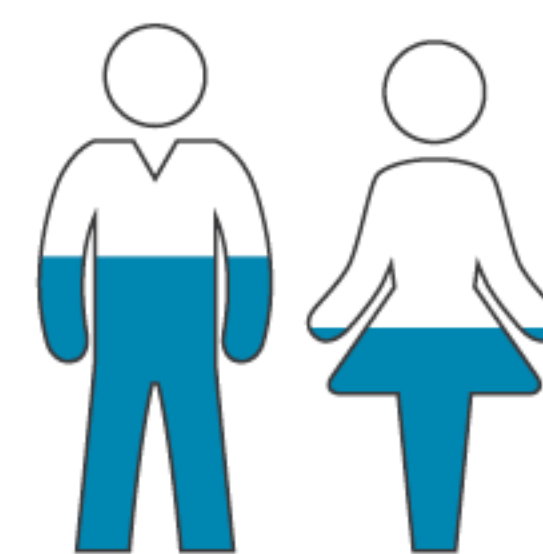
QUARTILE BANDS

LOWER PAY
QUARTILE



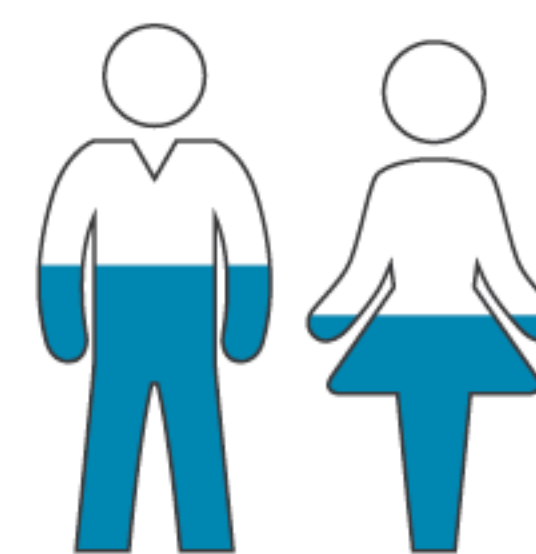
68.9% **31.1%**

LOWER MIDDLE
PAY QUARTILE



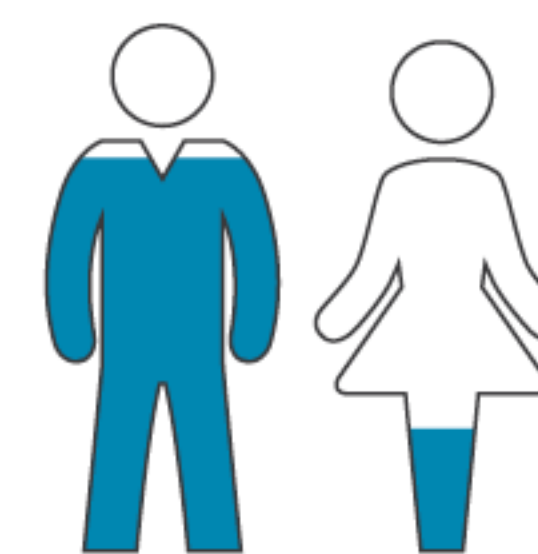
57.4% **42.6%**

UPPER MIDDLE
PAY QUARTILE



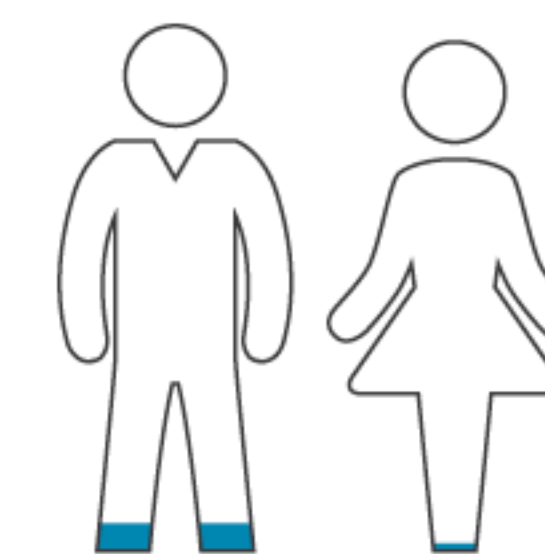
54.1% **45.9%**

UPPER PAY
QUARTILE



76.7% **23.3%**

RECEIVING
A BONUS



4.9% **1.6%**

