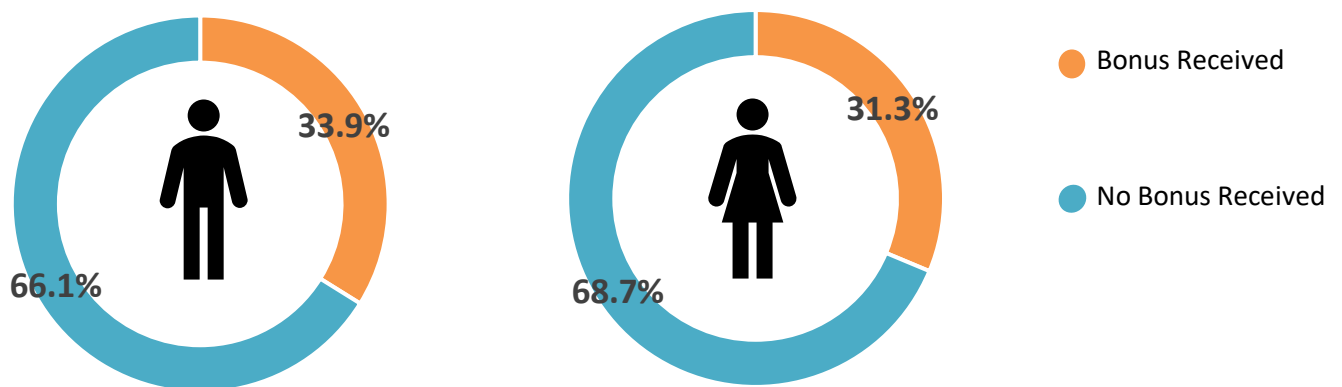


## Noble Foods Limited

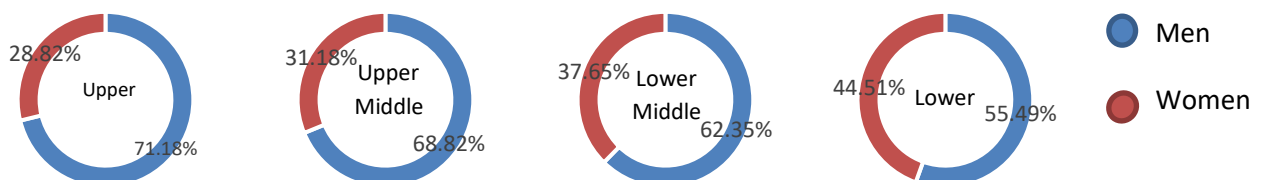
At the snapshot date, Noble Foods Limited employed a total of 716 people.

Difference between men and women	Mean (Average)	Median (Middle)
<b>Gender Hourly Pay Gap</b>	15.99%	5.39%
<b>Gender Bonus Gap</b>	38.59%	82.86%

The proportion of males and females receiving a bonus



The proportion of males and females in each pay quartile



### Pay Gap Commentary

- The Noble Foods Ltd median pay gap of 15.99% is better than the national average of 17.3%\*
- The Noble Foods Ltd mean pay gap of 5.39% is significantly better than the national average of 16.2%\*
- Like many other companies in our sector there are significantly more men than women in senior roles which contributes to our pay gap.

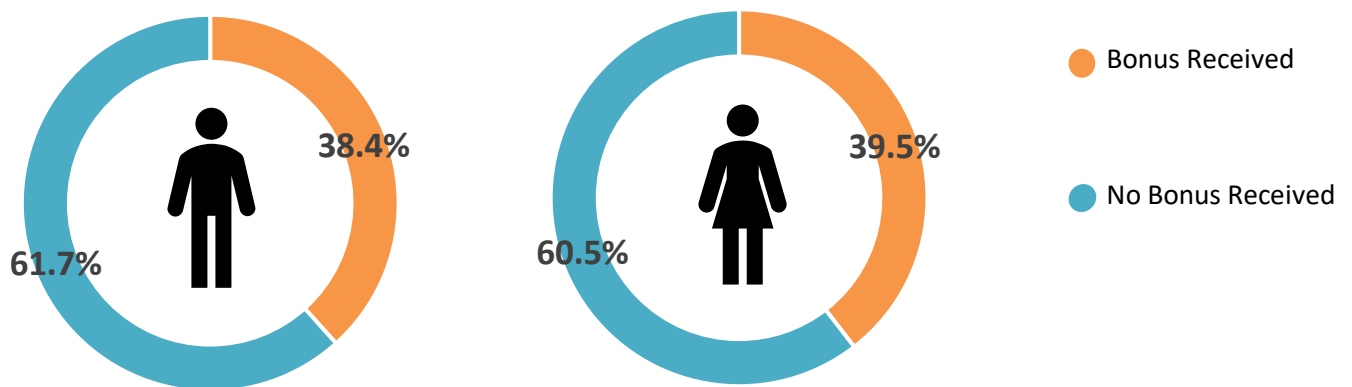
\*Source ONS ASHE 2019 survey Preliminary results

## Noble Foods

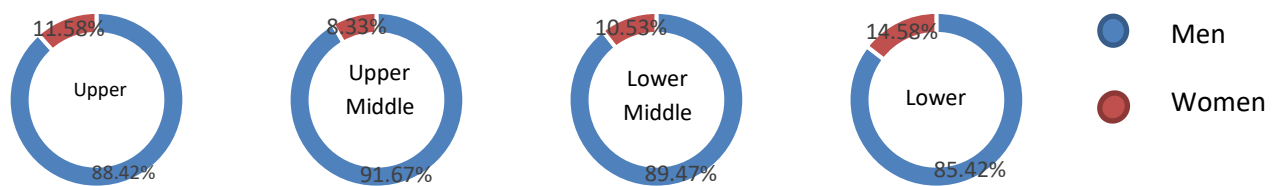
At the snapshot date, Noble Foods employed a total of 441 people.

Difference between men and women	Mean (Average)	Median (Middle)
<b>Gender Hourly Pay Gap</b>	-5.07%	6.17%
<b>Gender Bonus Gap</b>	14.90%	2.95%

The proportion of males and females receiving a bonus



The proportion of males and females in each pay quartile



## Pay Gap Commentary

- The Noble Foods median pay gap of 6.17% is significantly better than the national average of 17.3%\*
- The Noble Foods mean pay gap of -5.07% is significantly better than the national average of 16.2%\*

\*Source ONS ASHE 2019 survey Preliminary results