



Gender Pay Gap Report 2020

Under the UK Government's new Gender Pay Gap Reporting regulation, companies need to report gender pay statistics for all legal entities in Great Britain with more than 250 employees.

Noble Foods group of companies employed 1081 people across 2 legal entities in Great Britain that met the reporting criteria on the snapshot date. Noble Foods Limited (671), Noble Foods (410).

In addition to that we are required to report, we have chosen to volunteer our group total statistics as we believe in the transparency of providing a full picture of Noble Foods across the group.

In this report we are sharing the median and mean (average) pay gaps between men and women's hourly pay and bonuses based on the snapshot date of 5th April 2020.

We believe the most successful teams are formed from a diverse talent pool and we strive to employ a wide variety of individuals in our business, selecting the best qualified person for each role regardless of gender or any other characteristics.

We aim to achieve a fully inclusive workplace in which all our colleagues can thrive and develop to their full potential. Gender equality is just one element of our inclusivity aim. In 2021 we will be launching our new learning and development framework Aspire which will provide further opportunities for all our colleagues to grow with us.

We confirm that the information and data reported is accurate as of the snapshot date of 5th April 2020

Duncan Everett
Chief Executive Officer
23rd February 2021

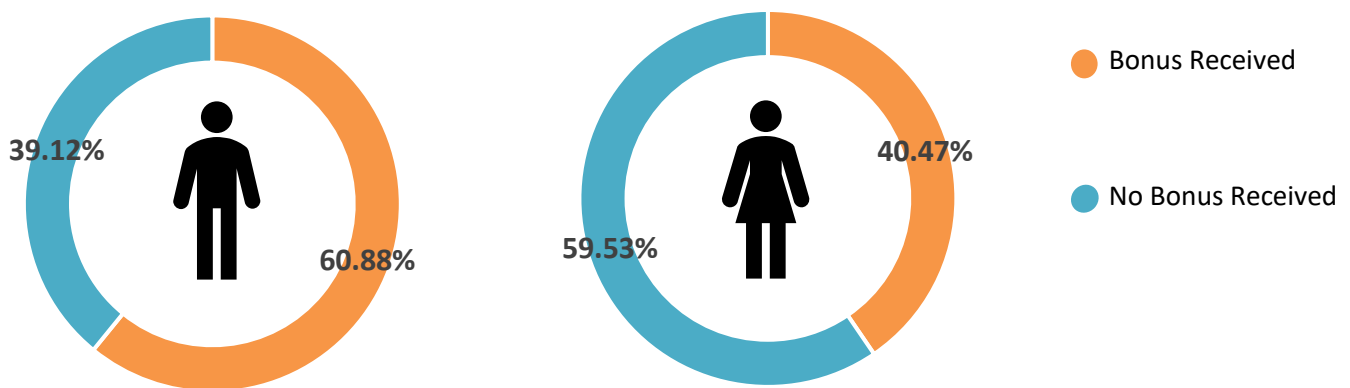
Louisa Hogarty
Group HR Director
23rd February 2021

Noble Foods Group

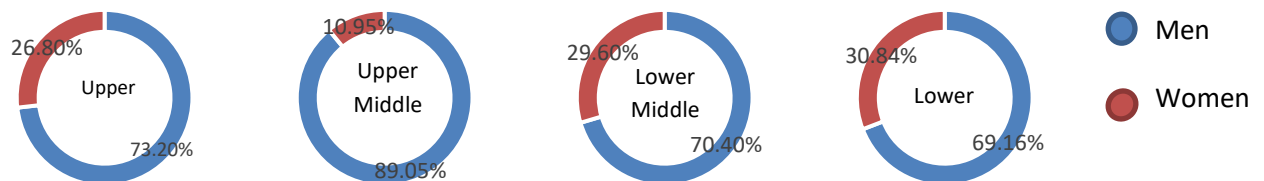
At the snapshot date across the Noble Foods group of companies employed a total of 1296 employees that met the reporting criteria, 26% of which were women.

Difference between men and women	Mean (Average)	Median (Middle)
Gender Hourly Pay Gap	13.26%	14.49%
Gender Bonus Gap	112.43%	0%

The proportion of males and females receiving a bonus



The proportion of males and females in each pay quartile



Pay Gap Commentary

- Across the Noble Foods group 26% of our workforce are female. Women represent 31.1% of management roles and 25.3% of non-management roles.
- The groups mean gender pay gap is over 2% better than the national average of 15.5%.
- The Mean figures represent the average across the whole workforce and therefore are particularly impacted by the highest earners that occupy senior management positions, the majority of whom are male.
- The groups median gender pay gap of 14.49 is in broadly line with the national average of 14.6%.

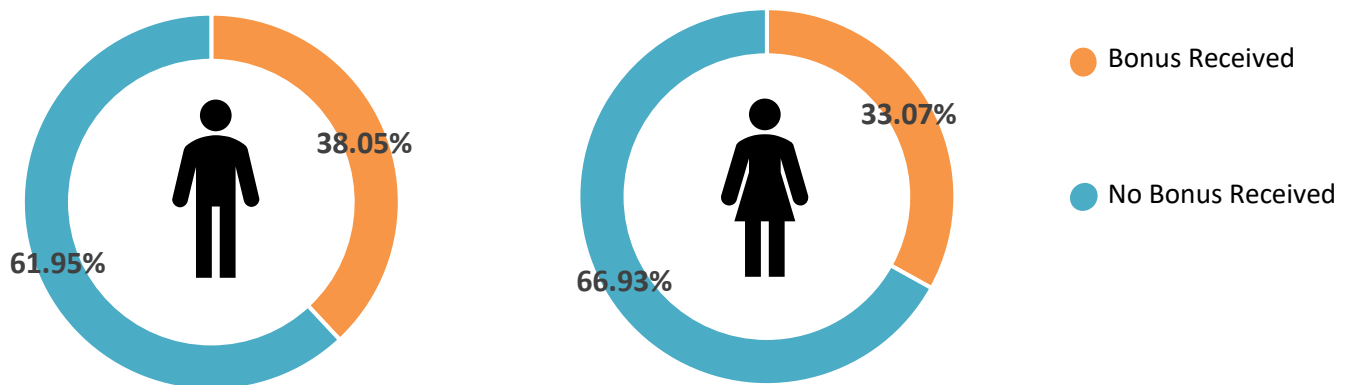
*Source ONS ASHE 2020 survey revised preliminary results

Noble Foods Limited

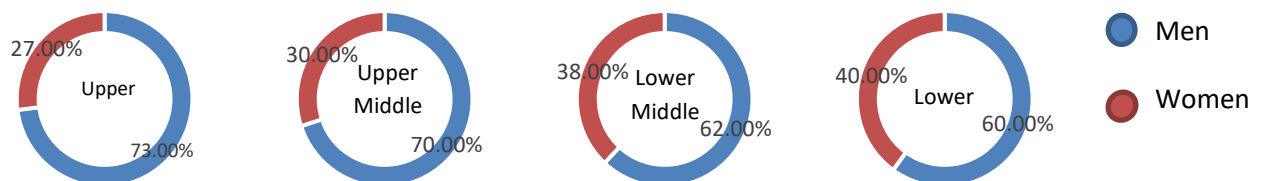
At the snapshot date, Noble Foods Limited employed a total of 671 people. 447 men and 224 women (33% Female).

Difference between men and women	Mean (Average)	Median (Middle)
Gender Hourly Pay Gap	19.54%	8.16%
Gender Bonus Gap	79.18%	0%

The proportion of males and females receiving a bonus



The proportion of males and females in each pay quartile



Pay Gap Commentary

- Overall Noble Foods Limited has 33% female colleagues.
- 89 % of the workforce in Noble Foods Limited fulfil non-management roles mostly in manufacturing with 73% of these being men. 11% of the workforce fulfil management roles of which 31% are women.
- The national mean gender pay gap is 15.5% and for food manufacturing is 14.4% both lower than Noble Foods Limited.
- The Mean figures represent the average across the whole workforce and therefore are particularly impacted by the highest earners that occupy senior management positions, the majority of whom are male.
- The national median gender pay gap is 14.6% and for food manufacturing is 11.4%. Noble Foods Limited median pay gap falls below both.

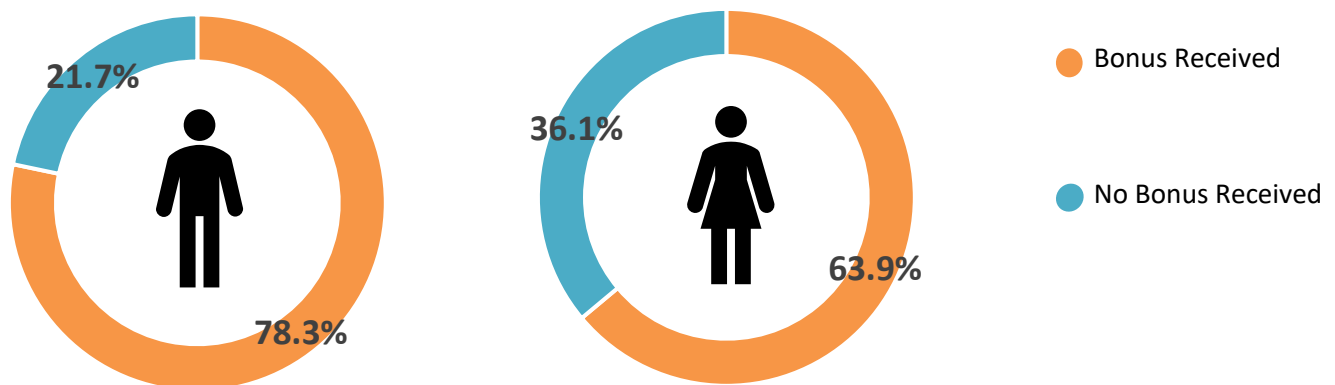
*Source ONS ASHE 2020 survey revised preliminary results

Noble Foods

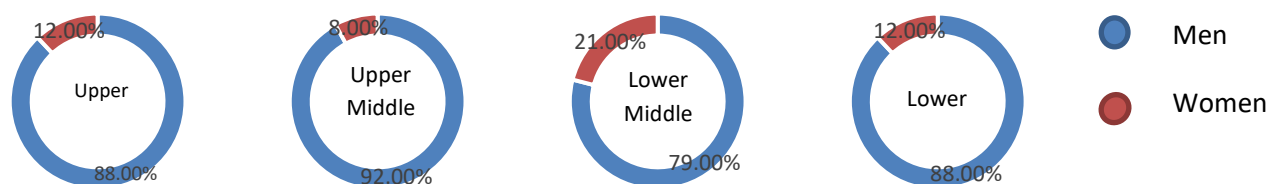
At the snapshot date, Noble Foods employed a total of 410 people. 356 men and 54 women (13% Female).

Difference between men and women	Mean (Average)	Median (Middle)
Gender Hourly Pay Gap	27.52%	14.79%
Gender Bonus Gap	-11.67%	-1227%

The proportion of males and females receiving a bonus



The proportion of males and females in each pay quartile



Pay Gap Commentary

- Noble Foods has only 13% female colleagues which is representative of the industries it operates in.
- 93 % of the workforce in Noble Foods fulfil non-management roles mostly in operations with 81% of these being men. 7% of the workforce fulfil management roles of which 23% are women.
- The national mean gender pay gap is 15.5% which is significantly lower than Noble Foods at 27.52%
- The Mean figures represent the average across the whole workforce and therefore are particularly impacted by the highest earners who occupy senior management positions, the majority of whom are male.
- The national median gender pay gap is 14.6% Noble Foods is broadly in line with this average.

*Source ONS ASHE 2020 survey revised preliminary results