



Danish Crown

Gender Pay Report 2021

Danish Crown UK

Introduction

Danish Crown UK Ltd. is part of the Danish Crown Group, one of the largest producers of meat in the world. Now over 130 years old, we pride ourselves on our heritage, expertise and innovative growth.

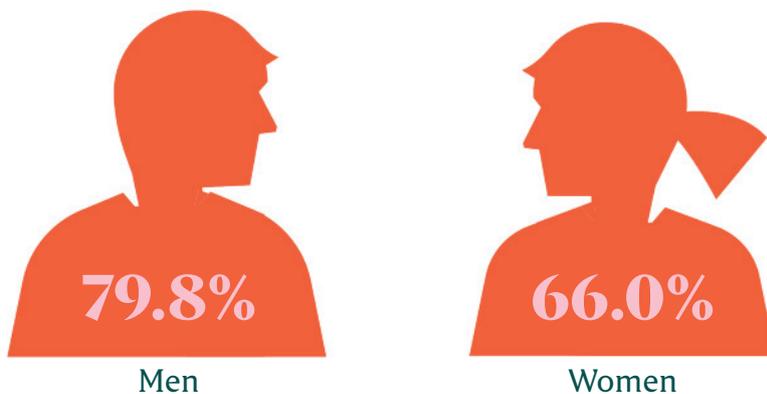
The gender pay report includes pay data for 536 workers employed over our 5 sites at London, Manchester, Halifax, Bugle and Warwick. Our site in Halifax is a bacon slicing plant, cutting our world famous Danish bacon. We have a gammon deboning plant in Bugle, our Manchester and London sites produce bespoke butchery for our foodservice customers and Warwick operates as a sales hub. 70% of employees in the sample are men and 30% of employees are women.

Equal pay for equal work

The majority of our staff are employed at our production sites where we have clear grade and pay structures and equal opportunities for progression. The teams are paid the same rate according to their job role with no differences between men and women.

“Teams are paid the same rate according to their job role with no differences between men and women.”

Proportion of men and women receiving bonus pay



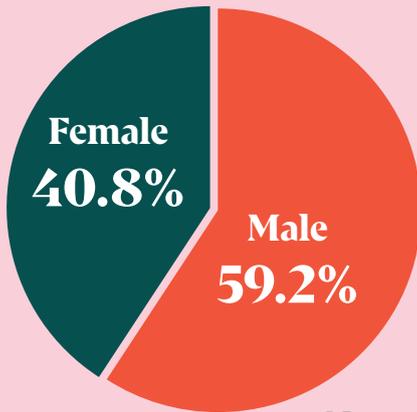
Pay and bonus pay

	Pay Gap	UK National Statistics*	Bonus
Company Median	8.6%	15.4%	24.1%
Company Mean	15.1%	14.9%	46.0%

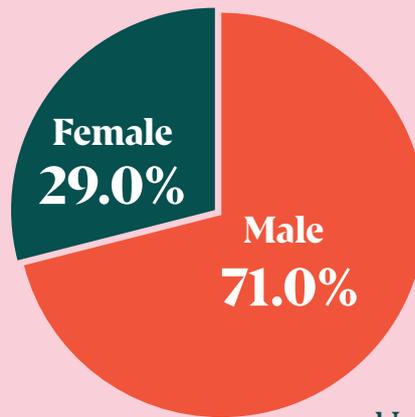
*Office for National Statistics Annual Survey of Hours and Earnings (ASHE) 2021

Pay quartiles by gender

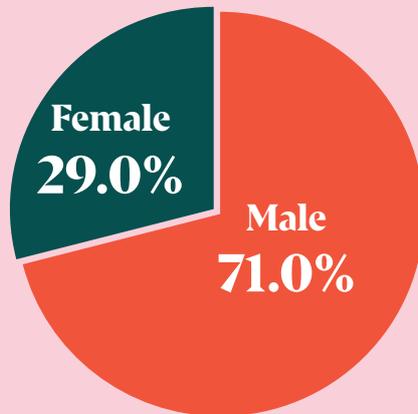
Lower Quartile



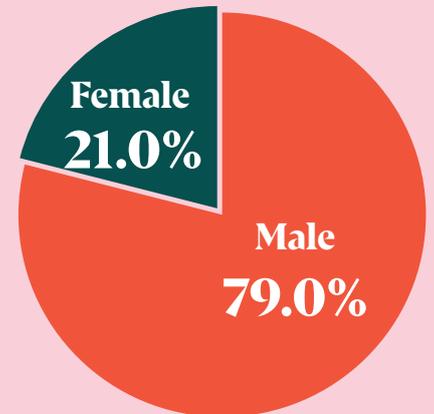
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Pay commentary

The company has made steady progress in reducing the mean gender pay gap by 1% in 2018 and 2.6% in 2019 to achieve a mean gap of 13.7%, which was significantly lower than the national average. We are pleased to report that our 8.6% median gender pay gap in 2021 is significantly lower than the national average of 15.4% and is below that reported in 2019.

In 2020 a higher proportion of men in lower paid jobs were self-isolating and on furlough due to the Covid pandemic and their data was therefore excluded from the sample. The impact of this, combined with a TUPE transfer of several senior male colleagues, has increased the distribution of men in the upper middle and upper quartiles and increased our mean and median gender pay gap, though it is still broadly comparable with the national average. The company employs several women within the senior management teams and a significant number within the higher paid production positions.

Bonus pay commentary

The increased distribution of men in the upper middle and upper quartiles has also increased our gender bonus pay gap, though we are working hard to support progression to our more senior roles. This includes the launch of a global program to develop our top leaders and 50% of those enrolled are women. We have also introduced a mentoring program to support progression to our front line leadership roles and we have plans to extend this further.

The company operates a bonus scheme for most of the production roles at the company's largest production site. As the eligibility for bonus is applied equally to men and women there is a relatively even distribution of men and women receiving a bonus.

Pay quartile gender distribution



The overall ratio of men to women within the company is 70% to 30%. Women are over-represented in the lower quartile and lower middle group and under-represented in the upper quartile group.

Next steps

Whilst our median gender pay gap has risen this year, we have taken additional action to bring it back down to the levels of previous years and continue moving in the right direction. The company has invested in additional leadership training and increased our flexible working to address this gender pay gap and support our female colleagues to fulfil their potential and progress to senior roles.

1.

Continuing to review our recruitment and retention strategies to ensure they focus on attracting the best talent into key areas of the business.

2.

Continue our skill development programs to support women to progress to the highest skilled and bonus earning positions.

3.

Continue to review opportunities for flexible working practices to attract and retain women in the higher earning quartiles.



I can confirm the information reported is accurate and in accordance with the requirements stipulated by The Equality and Human Rights Commission (EHRC).

Lars Albertsen – Chief Executive Officer

