



**Danish Crown**

# **Gender Pay Report 2023**

**Danish Crown UK**

# Introduction

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

Our UK based colleagues are employed across our 5 sites nationwide, in 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.

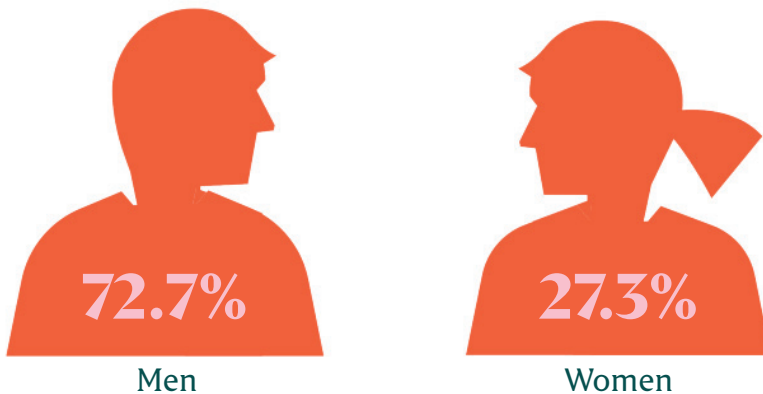
This gender pay report includes pay data for 469 colleagues who were classed as relevant for the reporting period under UK legislation (12 months to the 5th April 2023).

## Equal pay for equal work

The majority of our colleagues are employed at our production sites where we have clear grade and pay structures and equal opportunities for progression. Individuals are paid the same rate according to their job role with no differences between men and women. Our commitment is to reward people fairly for the contribution they make, irrespective of gender or any other protected characteristic.

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

## Proportion of male and female colleagues in reporting period



## Pay and bonus pay

	Pay Gap	UK National Statistics*	Bonus Pay Gap
Company Median	0.76%	14.3%	40.33%
Company Mean	12.12%	10.7%	32.82%

\* Office for National Statistics Annual Survey of Hours and Earnings (ASHE), November 2023

## Headline figures

Danish Crown Limited's gender pay reporting information for 2023 shows a mean pay gap of 12.12% (up from 11.34% in 2022) and median pay gap of 0.76% (up from -2.42% in 2022).

The mean pay per hour for men during the 12 months to 5 April 2023 was £15.12 whilst the mean pay per hour for women was £13.40 (a difference of £1.72). The median pay per hour for men was £10.70, whilst the median pay for women was £10.62 (a difference of £0.08).

Both the number of males and females within the organisation have dropped from the previous reporting period (Males down 4% and females down 9.5%). 95 males joined in this period with 29 females also joining the organisation in this period. 69 males and 21 females left in this period.

## Pay commentary

The roles and salaries of these new entrants have an influence on the pay gap as well as any internal staff movements and leavers within this reporting period.

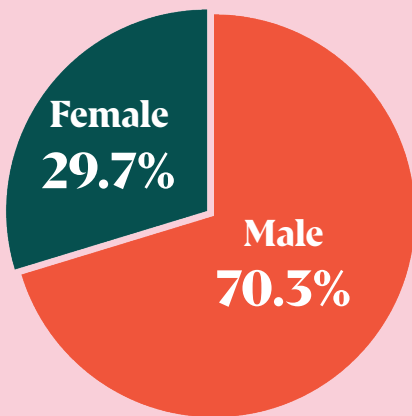
In terms of our population the majority of employees (almost 200) are concentrated in operator/support type roles, with three males to every one female at this level. Males then feature more prominently at higher salary levels than females.

We continue to appoint based on someone's ability to do the job and we acknowledge that our gender pay data is reflective of under representation of a particular gender in certain roles. It is evident that we have less representation of females in our organisation, particularly at middle to senior levels.

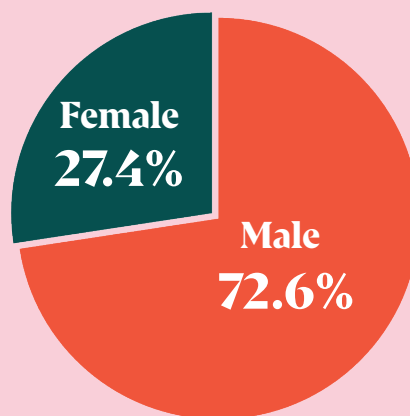
*"We continue to appoint based on someone's ability to do the job... and are committed to doing everything we can to reduce the gap."*

## Pay quartiles by gender

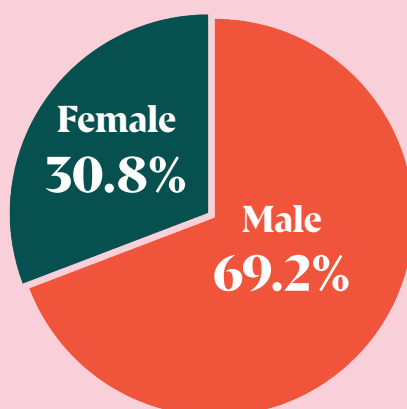
Lower Quartile



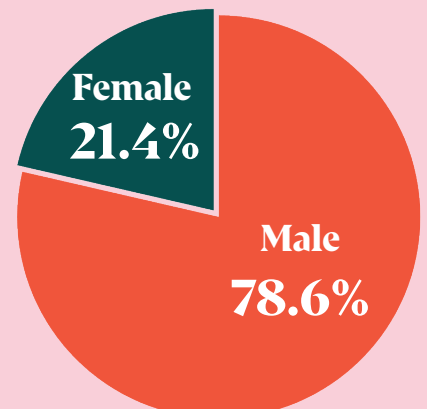
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



# Pay quartile gender distribution

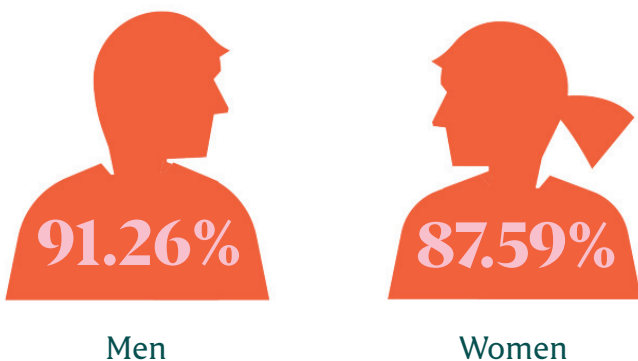


We have seen an increase in males (+9.0%) and females (+30.7%) in both our lower quartile in this period and in our lower middle quartile (14.6% and 10.7% respectively) The average hourly pay for females is higher than males in both these quarters and follow a similar position to the last reporting period.

Although a lower number of females can be found in the upper middle quartile compared to males, the average hourly pay for females in this quarter is now higher than males when compared to the last reporting period. Notably the number of males increased significantly in the upper middle quartile (+21.2%) and upper quartiles (+19.7%) in this period, whilst the number of females remained fairly static.

The contribution of the Upper quartile significant contributes to our pay gap. The mean pay gap for this quartile is 15.33% alone when compared to the pay gap for the upper middle (-1.28%), lower middle quartile (-0.16%) and Lower quartile (-2.01%). The upper quartile is being influenced by a higher male average hourly rate in senior leadership roles.

## Proportion of men and women receiving bonus pay



## Bonus commentary

The proportion of females who received a bonus was 87.59% while the proportion of males who received a bonus was 91.26%. Females mean bonus pay was 32.82% less than males and the female median bonus was 40.33% less than males.

The mean bonus pay gap for the upper quartile of our population was 19.31%, compared to the upper middle quartile (5.75%), lower middle quartile (5.36%) and lower quartile (-1.09%).

Only in the lower quartile is the gap actually less than 0%, driven by the growth of female numbers in this quartile, the nature of roles that sit within this quarter and the bonus amounts allocated.

# Summary

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women are concentrated in different roles and those roles have different salaries. The contribution of both the upper quartile mean pay gap and mean bonus pay gap is driving our pay gap for this reporting period.

The mean gender pay gap for the whole economy (according to the November 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 10.7%. Our mean gender pay gap is slightly higher at 12.1%. We are committed to doing everything we can to reduce the gap. However, we also know this can be challenging and any change will not necessarily be immediate.

Since this reporting period we have standardised our benefits offer across the UK, revised our hybrid working policy and introduced more family friendly provisions. We have also removed a regional bonus scheme, to avoid the potential for unfair treatment or practice across our organisation. Where bonuses are paid, eligibility is not based on gender, but rather specific role or level.

We continue to look at ways of demonstrating that we are an inclusive organisation and embrace diversity.

## Next steps

In the UK we plan to review our overall job architecture and philosophy to ensure we are not unintentionally creating gaps, assessing our job levels and allowing greater comparison of like-for-like roles.

We will also take proactive action to attract and retain female talent at all levels within our organisation, and reduce this gap as follows:

# 1.

Continue to review our recruitment, retention, inclusion and engagement strategies and employer brand.

# 2.

Continue our skill development and training programs to support women to progress within the organisation.

# 3.

Continue to review our employee value proposition and provision of family friendly policies and overall benefits package.

We are aware that collecting, analysing, and publishing such data is only the beginning in identifying actions that will drive change in this area. Data sets such as this can be used to better inform the organisation's diversity and inclusion agenda and highlight where we could be more inclusive in our practices.



*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**

