



Danish Crown

Gender Pay Report 2024

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. Having been established for over 130 years, we pride ourselves on our heritage, expertise, and innovative growth.

The gender pay gap (GPG) is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. Under the Equality Act 2010, gender pay gap reporting requires organisations with 250 or more employees to publish an annual gender pay gap report.

This gender pay report includes pay data for 655 colleagues who were classed as relevant for the reporting period under UK legislation (12 months to the 5th April 2024).

Our colleagues are employed over six UK sites located in London, Manchester, Halifax, Bugle, Rochdale, and Warwick. Our newest site opened in Rochdale in early 2024 and is a custom-built bacon and gammon slicing and packaging plant. Our site in Halifax is also 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.

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.

Headline Figures

In this reporting period, 73.4% of our colleagues were male and 26.5% of colleagues were female.

Danish Crown Limited's gender pay reporting information for 2024 shows a mean (average) pay gap of 6.58% (down from 12.12% in 2023) and median (mid-point) pay gap of 5.23% (up from 0.76% in 2023). The mean pay per hour for men during the 12 months to 5th April 2024 was £16.27, whilst the mean pay per hour for women was £15.20 (a difference of £1.07). The median pay per hour for men was £13.45, whilst the median pay for women was £12.75 (a difference of £0.70).

Both the number of males and females within the organisation have increased from the previous reporting period (males are up by 41.05% and females up by 35.93%). 290 male employees joined in this period, with 106 female employees also joining the organisation in this period. 144 males and 60 females left in this period.

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 (509) at this time were concentrated in operator/support type roles, with 390 male employees and 119 female employees. Males 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 and across all quartiles.

Pay Quartile by Gender

As part of Gender Pay reporting requirements, organisations are required to report on the proportion of males and females in each pay quartile. Pay quartiles are calculated by dividing all hourly rates paid across the business, from lowest to highest, into four equal sized groups of colleagues and then calculating the percentage of males and females in each. The table below shows the number of males and females in each quartile from April 2023 to April 2024:

Indicator	Gender	April 2023	Average Hourly Pay	April 2024	Average Hourly pay
Lower quartile	Male	70.3% (84)	£9.76	73.78% (121)	£11.39
	Female	29.7% (34)	£9.95	26.22% (43)	£11.39
Lower middle quartile	Male	72.6% (86)	£10.53	68.90% (113)	£12.10
	Female	27.4% (31)	£10.54	31.10% (51)	£12.21
Upper middle quartile	Male	69.2% (80)	£11.56	76.83% (126)	£14.16
	Female	30.8% (37)	£11.71	23.17% (38)	£14.33
Upper quartile	Male	78.6% (91)	£28.03	74.23% (121)	£27.24
	Female	21.4% (26)	£23.74	23.53% (42)	£23.53

We have seen an increase in males (+3.48%) and a decrease in females (-3.48%) in our lower quartile in this period. The average hourly pay is the same for both our male and female colleagues. We have seen a decrease in males (-3.7%) and an increase in females (+3.7%) in our lower middle quartile, and the average hourly rate for female colleagues is slightly higher than male colleagues in this quartile.

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 higher than males when compared to the last reporting period. Roles in this quartile include quality assurance, finance, business support and planning positions; roles dominated by females across all UK sites.

The contribution of the Upper quartile contributes to our pay gap. The mean pay gap for this quartile is 13.62% alone when compared to the pay gap for the upper middle (-1.15%), lower middle quartile (-0.93%) and lower quartile (0.07%). While we have seen a significant increase in female representation in the upper quartile, the pay gap is being influenced by a higher male average hourly rate in senior management roles.

Bonus pay

The organisation is required to report on the proportion of males and females who received bonus payments in the reporting period as well as the mean (average) gender pay gap in bonus payments and median (mid-point) gender pay gap in bonus payments.

Whilst the practice of paying bonuses to all employees was removed in recent years, the bonus payments included in this reporting period cover target bonuses for butchery employees specifically at our Bugle site (paid monthly), along with performance related bonuses paid to UK Directors. The bonuses for the small number of directors can be significant and can influence the gap given the proportion of females in the senior team compared to males.

The overall proportion of females who received a bonus in this period was 39.08% (68 female employees), while the proportion of males who received a bonus was 48.86% (235 male employees).

Female mean bonus pay was 14.92% less than males, which is a 17.9% decrease on the 2023 report. Meanwhile, the female median bonus increased slightly on last year (40.33%) to 41% less than males.

The mean bonus pay gap for the upper quartile of our population was significantly lower than 2023 (19.31%) at 2.98%. We also saw lower bonus pay gaps in the upper middle quartile at -0.82% (-4.98% on 2023) and lower middle quartile -3.85% (-1.51% on 2023), while there was an increase in bonus pay gap in the lower quartile 2.52% (1.43% on 2023). It's clear that the upper quartile is significantly contributing to our mean bonus pay gap.

	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Bonus Pay Gap
Lower quartile	2.52%	-18.69%	77.63%	22.37%	0.01%
Lower middle quartile	-3.85%	-6.99%	72.37%	27.63%	-0.66%
Upper middle quartile	-0.82%	-51.75%	80.26%	19.74%	2.04%
Upper quartile	2.98%	26.82%	80.00%	20.00%	13.53%

Summary and next steps

We are committed to equal opportunities and equal treatment for all employees, and 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 again driving our pay gap for this reporting period.

The mean gender pay gap for the whole economy (according to the November 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 13.1%. Our mean gender pay gap is significantly lower at 6.58%.

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 be immediate necessarily.

Since the 2023 reporting period, we have we have made significant progress on reviewing and streamlining our overall job structure in the UK, including salary bandings, job titles, and overall reward programme, and we plan to continue 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 continue to work on ensuring that our employees are rewarded fairly, and regardless of gender.

We are also continuing to look at how we attract and retain women within our organisation, looking at our employer brand, employee value proposition, inclusion, and engagement strategies, as well as our overall benefits package and family friendly policies.

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.

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