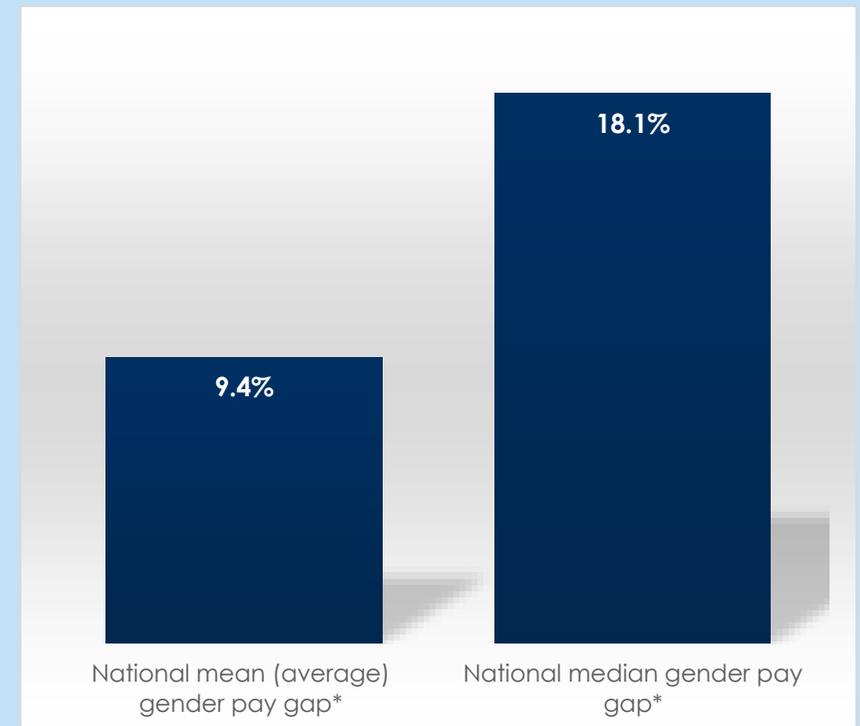


What is gender pay gap?

Under new legislation that came into force in April 2017, employers with 250 or more employees are now required to publish their gender pay gap. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers have to publish the difference between the average hourly rate of pay between male and female employees; the difference between the average bonus paid to male and female employees; the proportion of male employees receiving bonus; the proportion of female employees receiving bonus; and the relative proportions of male and female employees in each quartile pay band of the workforce.



**Office of National Statistics figure as of 2016*

‘Gender Pay Gap’ v. ‘Equal Pay’

‘Gender pay gap’ and ‘equal pay’ are not the same. Equal pay means that there should not be any pay difference between men and women carrying out



equivalent work and work of equal value. Gender pay gap concerns the difference in average pay between the men and women in the same work, equivalent work and work of equal value over the period, regardless of their job or seniority.

Gender pay gap represents any pay differences between men and women on a broader level.

As well as nationally, the main reason for gender pay gap at Signature Flatbreads is that men are more likely to be in senior roles, or take up roles that attract higher salaries, and women are in junior roles.

Hence, gender pay gap at SF reflects how a bigger proportion of women are in lower paid roles. Conversely, more women (almost over 75%) work in HR, NPD, Finance, and AP Department, therefore, the gender pay gap in these departments is disproportionately affecting male employees.

At SF, we are confident there is no difference in pay for different genders carrying out equivalent work and work of equal value.

What is the Gender Pay Gap at SF?

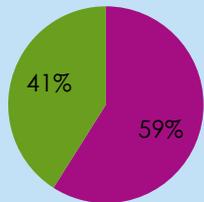
The report is for the snapshot date of 5 April 2017. At this date Signature Flatbreads UK Limited employed 779 staff with 563 **(72%)** being male and 216 **(28%)** being female.

- The mean gender pay gap for Signature Flatbreads is **20.1%**.

- The median gender pay gap for Signature Flatbreads is **6.7%**.
- The mean gender bonus pay gap for Signature Flatbreads is **31.7%**.
- The median gender bonus pay gap for Signature Flatbreads is **60.3% in favour of women**.
- The proportion of male employees in Signature Flatbreads receiving a bonus is **14.0%**, and the proportion of female employees receiving a bonus is **2.8%**.

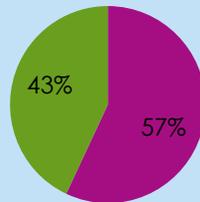
Pay quartiles by gender

Lower quartile



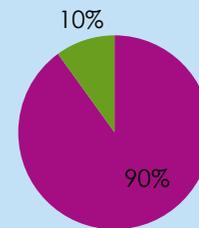
■ Male ■ Female

Lower middle quartile



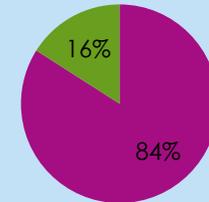
■ Male ■ Female

Upper middle quartile



■ Male ■ Female

Upper quartile



■ Male ■ Female

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

How does SF compare with other organisations?

Currently there is very limited data available in food manufacturing to allow accurate comparison. However, a few similar organisations have submitted a mean gender pay gap between 21.3% and 28%; and a median gender pay gap between 20.9% and 39.8%.

The gender pay gap is an issue not only in manufacturing sector, but across UK society and reflects that the traditional split with regard to career opportunities available to women, and the career choices both men and women make, is still one of the main reasons gender pay gap exist.



What is SF doing to close the gender pay gap?

At Signature, we believe in offering equal opportunities for all. We are proud to employ people from 38 different countries and embrace diversity. We recognise more needs to be done in order to improve gender pay gap across our business, and we are currently reviewing our recruitment processes in order to improve and encourage more women to take more interest in senior roles, and careers that, so far, have not attracted them enough.





SF is a third generation flatbread bakers. We have grown from a small family business to a global leader in flatbread production. As a family business, SF has a very low staff turnover in senior roles, yet we recognise that we must focus on attracting female talent and encourage women internally to apply for roles that are more senior.

Gender balance has always been a challenge considering the nature of the industry we work in, but we are committed on reducing the gender pay gap and we will continue to strive towards this.

DECLARATION

I hereby confirm that the information provided in this report to be accurate and the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Duncan Gray
Group Head of Finance

27 March 2018

If you have any additional questions with regard to the above, or would like further information, please contact the HR Department.

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