

## SIGNATURE FLATBREADS (UK) LIMITED

### 2020 GENDER PAY GAP REPORT



Signature Flatbreads (UK) Limited is committed to equality and values the skills and experience of our talented workforce. We have a culture of long service within the company which reflects that Signature Flatbreads is a good and fair place to work.

When viewing our gender pay analysis which was generated using 5 April 2020 data it is important to recognise the Company does not pay men and women different rates of pay for doing the same or equal jobs. We have a clear pay structure that is based solely on skills and capability.

We have taken positive steps to address the gap, which has reflected in increases in our lower middle and upper quartile's last year that is down to the hard work internally to achieve a reduction in the gap.

The changes in other quartile's have been in relation to a number of female colleagues leaving the business. Whilst other changes have been as a result of natural turnover, which is common in our industry, we are working hard to address the gap at senior level and supervisory levels to unlock more opportunities for women across the business.

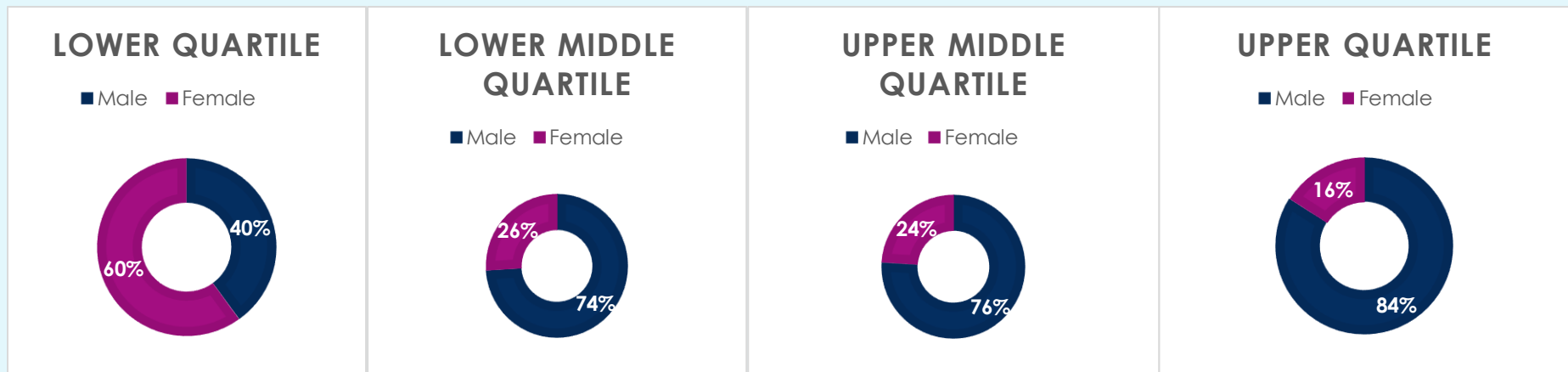
## What is the Gender Pay Gap at SF?

The report is for the snapshot date of 5 April 2020. At this date Signature Flatbreads UK Limited employed 948 staff with 650 (**68.57%**) being male and 298 (**31.43%**) being female.

- The mean gender pay gap for Signature Flatbreads is **26.1%**.

- The median gender pay gap for Signature Flatbreads is **7.8%**.
- The mean gender bonus pay gap for Signature Flatbreads is **81.5%**.
- The median gender bonus pay gap for Signature Flatbreads is **82.0%**.
- The proportion of male employees in Signature Flatbreads receiving a bonus is **55.5%**, and the proportion of female employees receiving a bonus is **40.9%**.

## Pay Quartiles by Gender



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



Signature Flatbreads is a third-generation flatbread baker. We have grown from a small family business to a global leader in flatbread production. As a family business, Signature Flatbreads 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.

We are committed to 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.

*Stephen Boylan*

**Stephen Boylan**  
**Group Head of Finance**

26 February 2021

**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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