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Est. 1805
Young's

Gender Pay Report 2019

Our Gender Pay Report

We pride ourselves on creating an environment that fosters diversity, equal opportunity and collaboration.

As part of this commitment, we openly share our annual gender pay results. This report covers our results from 2019 and offers insight and commentary on our findings.

To assess earnings by gender, we use six different pay indicators (see page 5). These indicators have been used against our pay data for the period including the 5th of April 2019. This date is known as the snapshot date. This report also covers bonus payments made between the 5th of April 2018 and the 5th of April 2019.

Our Employee Numbers

As of the 5th of April 2019, we employed approximately 2,370 employees. Out of the 2,370 employees, approximately 150 were excluded because they did not qualify as a full-pay relevant employee.

In this context, a full-pay relevant employee is somebody that earned full pay, or the equivalent of full pay, in the period including the 5th of April 2019. Common reasons for not qualifying as a full-pay relevant employee include instances of unpaid leave, sickness and maternity/paternity leave.

In our qualifying group of 2,200 employees, 44% of the population identified as female and 56% identified as male.

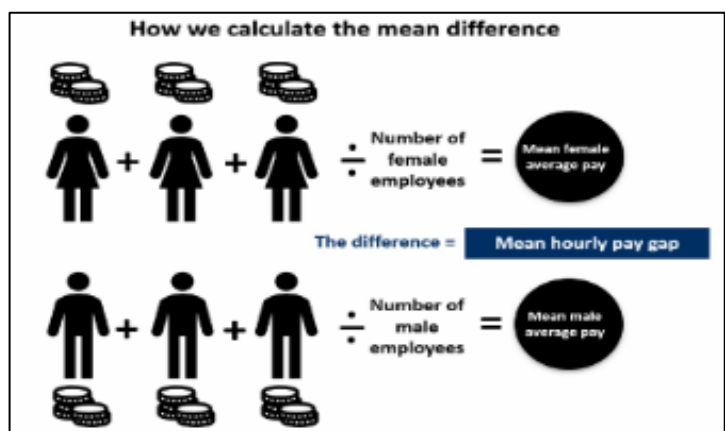
From the 5th April 2018 to the 5th April 2019, 6% of identified females received a bonus payment and 10% of identified males received a bonus payment. Note, bonus payment numbers are calculated against the total population of 2,370 data subjects.

Our Methods

This report uses the mean, median and range to assess the difference in earnings between genders. These methods are used specifically against ordinary pay elements, such as basic hourly rate, holiday pay, allowances and, where relevant, bonus payments. Note, ordinary pay, in accordance with regulation 3 of the Employment Rights Act, does not include pay related to overtime, redundancy, pay in lieu of leave, expenses and payments in arrears.

- The mean, commonly known as the average, adds up all the values in a data set and divides it by the total number of subjects in that data set.

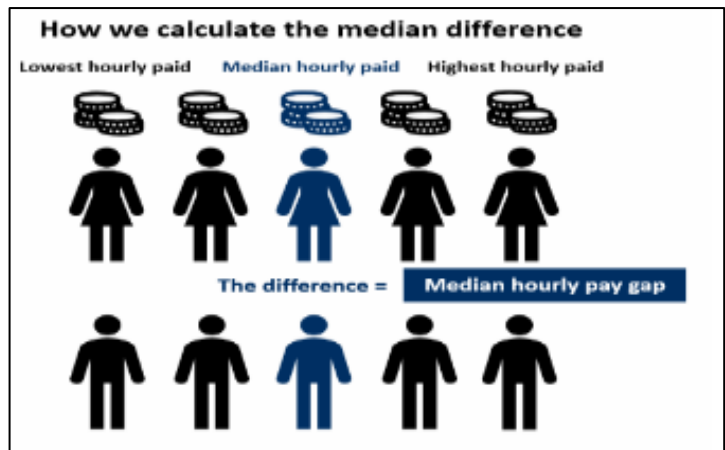
We do this for employees that identify as male, and we do this for employees that identify as female. We then calculate the difference in percentage between the two averages.



- The median, commonly known as the middle, finds the middle value in a data set once all the values are ranked lowest to highest.

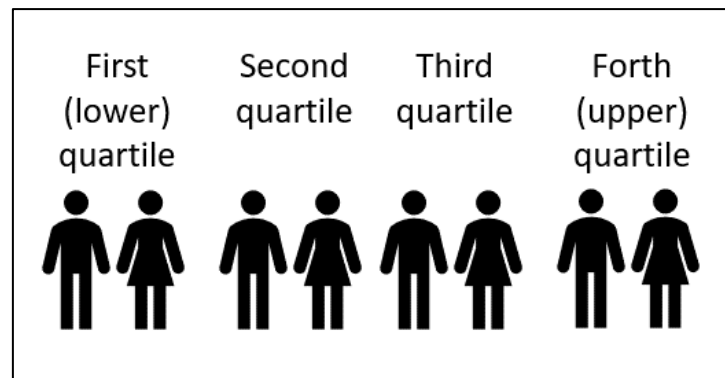
We do this for employees that identify as male, and we do this for employees that identify as female. We then calculate the difference in percentage between the two middles.

Note, the median is used to diminish the effects of extreme highs and extreme lows in a data set.



- The range, commonly known as the spread, compares the distribution of values against a scale. We do this by splitting the data set into four quartiles with the lowest earners in quartile one and the highest earners in quartile four.

We then add up the number of employees by gender in each quartile. We then divide that number by the total number in the quartile. Finally, we compare the different outcomes for those who identify as male and those who identify as female.



Our Results 2019

The mean and median pay gap for employees across our business improved in 2019. The median pay gap fell from 10+% in 2018 to approximately 6% in 2019, and the mean pay gap fell from 20% in 2018 to approximately 19% 2019.

These improvements can be attributed to our continued effort to foster a flexible and inclusive workplace.

The mean and median bonus gap for employees across our business also improved in 2019. The median bonus gap fell from 72% in 2018 to approximately 25% in 2019, and the mean bonus gap fell from 74% in 2018 to approximately 58% in 2019.

These improvements can be attributed to a wider inclusion of bonus payments in 2019.

With respect to the range of pay by gender, the results improved in lower and middle quartiles. This indicates an initial improvement in the spread of earners by gender. These improvements can be attributed to several business changes that took place in 2019. These changes ensured that new opportunities were available to our underlying workforce. A workforce that is growing in diversity and talent.

Our upper quartile result remains consistent with the data we published in 2019. This suggests that the very senior roles in our business continue to be held by men. This corresponds with the long-held view that the

food industry has historically attracted more men than women. We believe this situation will improve as we continue to attract and develop a diverse and talented workforce.

Our Commitment

While our results for 2019 show encouraging signs, there is still lots for us to do.

We are determined to keep improving through several initiatives, such as improved career pathways, improved family policies and a dedicated effort to attract a diverse and talented workforce.

Our broader commitment remains unchanged: we are resolute in our efforts to promote and harness diversity, equal opportunity and collaboration in the workplace.

Our Statutory Disclosures

Male/Female % of employees	56%/44%
Median gender pay gap	6%
Mean gender pay gap	19%
Median bonus pay gap	26%
Mean bonus pay gap	59%
Males/Females receiving a bonus	10%/6%
Lower quartile (male/female)	48%/52%
Lower-middle quartile (male/female)	50%/50%
Middle-higher quartile (male/female)	55%/45%
Higher quartile (male/female)	68%/32%

This information can be found on the UK government's gender pay gap viewing service at:

<https://gender-pay-gap.service.gov.uk/Employer/M2UDzIqk/2019>

Contact Us

If you would like to know more about our gender pay gap results for 2019, please don't hesitate to contact us.

Pay Indicators

Mean gap	The difference between the mean hourly rate of employees that identify as male and employees that identify as female.
Median gap	The difference between the median hourly rate of pay of employees that identify as male and employees that identify as female.
Mean bonus gap	The difference between the mean bonus paid to employees that identify as male and employees that identify as female.
Median bonus gap	The difference between the median bonus paid to employees that identify as male and employees identify as female.
Bonus proportions	The proportions of bonus payments by gender.
Quartile bands	The proportions of employees that identify as male or female in the lower; lower middle; upper middle; and upper quartile pay bands.

Our Statutory Disclosures by Graph

