

Gender Pay Gap Report

2023



# INTRODUCTION

In 2017/18, Hovis Ltd welcomed the introduction of the Gender Pay Gap Reporting legislation.

Our 2023 Gender Pay Gap Report shows another year, on average, where female colleagues are paid more than their male counterparts.

We continue to employ a significantly higher number of males versus females, which is expected given the manufacturing and logistics sectors as a whole are predominately male dominated.

As in previous years, a key part of our strategy and success will be focused around attracting the best talent and developing and building capability across all our sites and head office functions. We know the changes we have seen are positively impacting our employer brand, and we will continue our focus on this area, whilst recognising that it may take time for this to be reflected in our results.

We confirm the data in the report is correct.

**Jon Jenkins**  
CEO

**Cathy Lafferty**  
HR Director

## About Our Business

Hovis Ltd is a baking and flour milling business that is owned by Private Equity investors, Endless LLP. Headquartered in High Wycombe, we employ around 2,850 people at eight bakeries, one flour mill and two regional distribution centres across the UK.

In addition to the Hovis brand, we have a number of additional brands including Mothers Pride, Ormo and Nimble.

We employ  c 2,850 People



8 Bakeries



1 Flour Mill



2 Regional Distribution Centres



1 Head Office

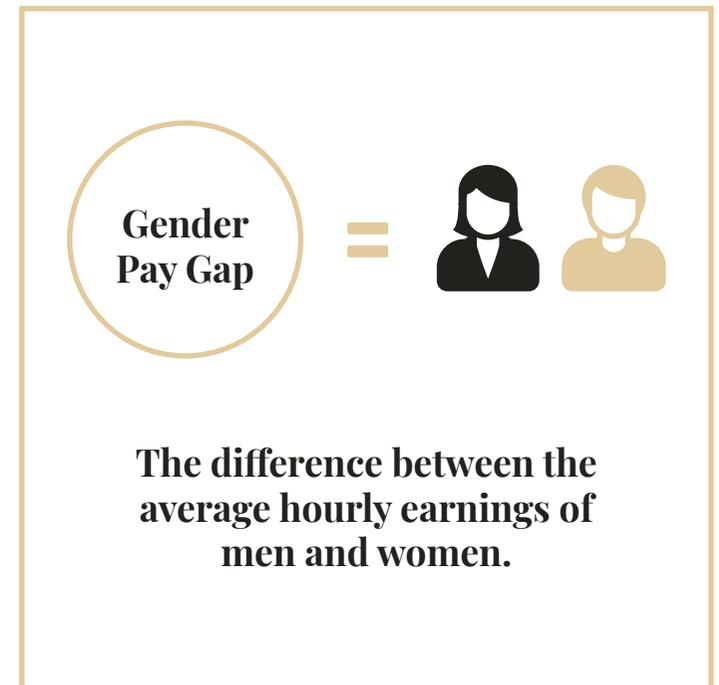
## A Reminder of the Legislative Requirements

In 2017, the Gender Pay Gap Regulations required all UK employers with 250 or more employees to publish gender pay gap data on an annual basis.

The data shows a measure of the difference between the average hourly earnings of men and women as at 5 April 2023, regardless of their role or seniority (including, where relevant, to different organisations, bonuses, commission, acting up allowances, shift allowances and so on). It also includes:

- Mean and median gender pay gap
- Mean and median gender bonus gap (received in the 12 months leading up to 5 April 2023)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile pay band

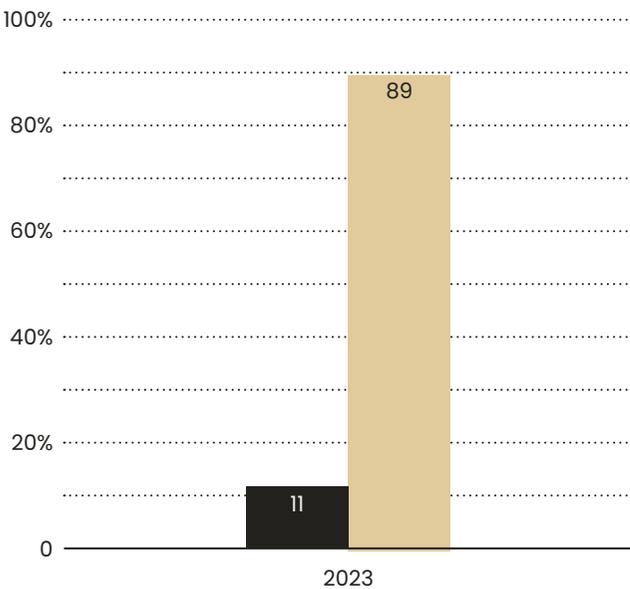
In the calculations that follow, a positive number represents males being paid higher than females, whilst a negative number represents females pay being higher than males.





Our results clearly indicate that females are paid more than males both from a mean and median perspective.

In total, across all our sites, Hovis Ltd employs 89% males and 11% females.

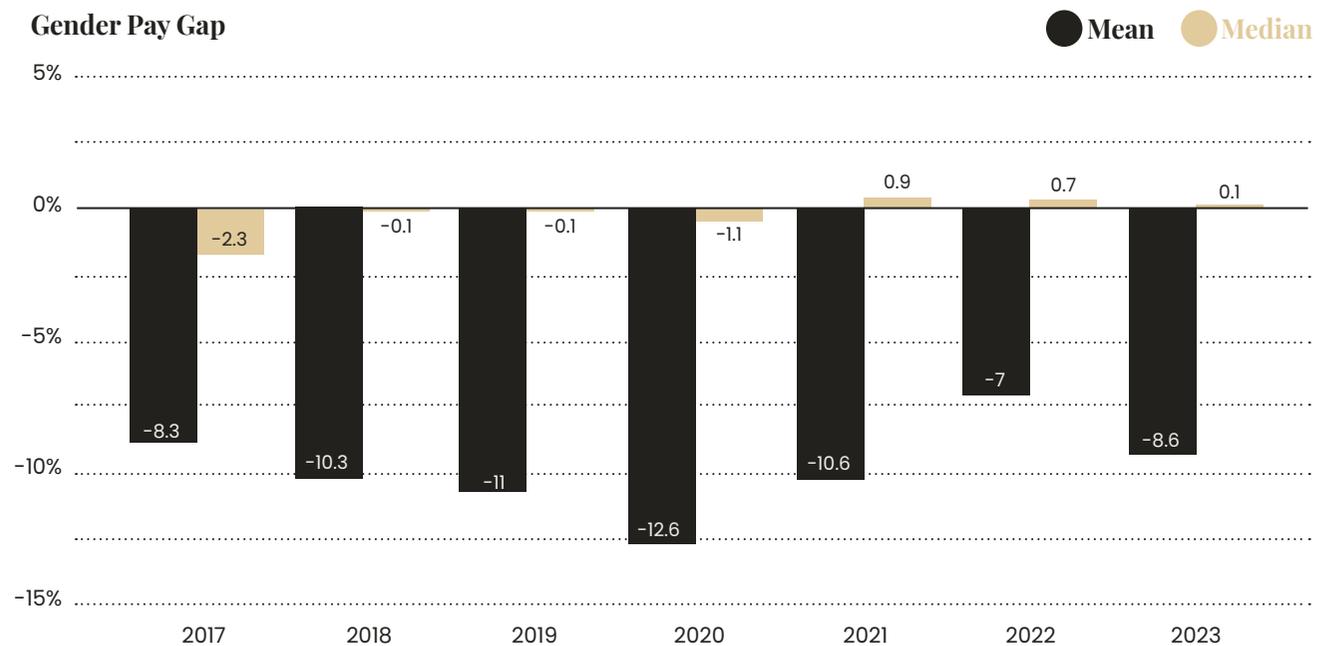


When considering the mean average, the gender pay gap shows that women are paid 8.6% higher than men, versus 7% in 2022. When reviewing the median average, men are paid 0.1% higher than women, which is a slight shift versus 2022.

### 2023 Quartile Bands

Q1	14%	86%
Q2	8.9%	91.1%
Q3	7.6%	92.4%
Q4	15.1%	84.9%

### Gender Pay Gap

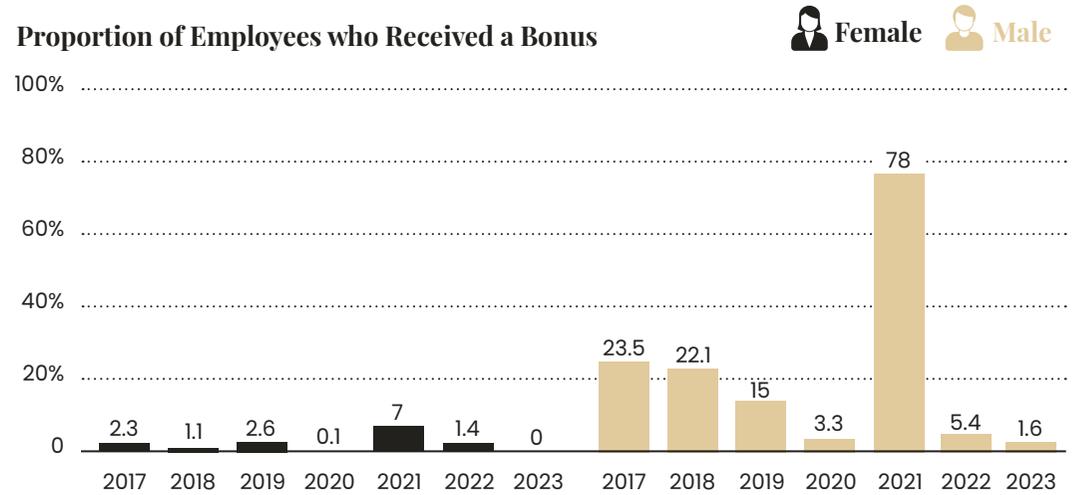


# BONUS

The illustration alongside shows that 1.6% of our population received a bonus during the 2022-2023 tax year period.



Proportion of Employees who Received a Bonus



Gender Bonus Gap

