



Gender Pay Report 2022/23

Snapshot Data as at 5 April 2022

April 2022

Introduction

- JDM Food Group specialises in delivering innovative added value Chilled and Frozen food product solutions for Retail, Manufacturing and Hospitality customers.
- Our diverse workforce is at the heart of everything we do. We strive to be an employer of choice, we care about our people and we are committed to being an employer that treats our employees fairly, with dignity and respect.
- All large UK companies employing over 250 people are required by law to carry out Gender Pay Gap reporting. This report summarises our UK gender pay position for 2022, reviews the progress we have made to date, and also details the actions we are taking to address the gender pay gap.
- The reported figures are based on snapshot data as at 5 April 2022.

Progress to Date

- We are proud to note **year-on-year improvements in all key pay gap metrics**.
- JDM continues to **significantly outperform the national and food manufacturing industry average** in terms of the median gender pay gap.
- Over the last 4 years, the number of females employed by JDM has **increased by 42.4%**. This outweighs the overall growth in JDM's employee base over the same period, meaning females now make up 40.8% of the employee population compared to 36.9% 4 years ago.
- However, while a gender pay gap, however small, exists, we recognise that there is more that we need to and can do to drive improvements, and we are in the process of making positive changes to address this.

* Source: ONS, October 2021

Looking Forward

- Several positive changes have recently been made within the business, which we are confident will contribute to further improvements to the gender pay gap figures moving forward, including:
 - Restructuring of the leadership team, which now includes 3 females (previously: 0), including JDM's CEO, Aisling Kemp.
 - Taking steps to promote a people-oriented culture and improve employee engagement and retention, including the relaunching of the employee forum and reviewing employee benefits.
 - Revising the management bonus scheme to align personal objectives with company values and business performance, and to eliminate any potential for discretionary bias.
- We are committed to promoting diversity and embedding a culture of gender equality across our business.

Summary of Pay Gap Numbers and Statistics

- Our hourly pay median gender pay gap is 1.8%. This is down from 2.6% in the prior year and compares very favourably to the national average of 15.4% and a food manufacturing industry average of 10.0%*.
- The hourly pay mean gender pay gap is higher at 13.4%, again this has narrowed significantly from 22.2% in the prior year. The gap is driven by an overall lower number of women in senior roles within the business, despite positive progress in this area as noted above.
- The proportion of women who received a bonus during the year was 11.5%. This is up from 8.7% last year and 0.8% in 2020. The mean bonus pay gap was -67.1% (versus +94.3% in the prior year). The median bonus pay gap was 15.0%, down from 68.8% in the prior year.
- Pay quartile splits are illustrated overleaf.

Pay Quartiles – Proportion of Male and Female Employees

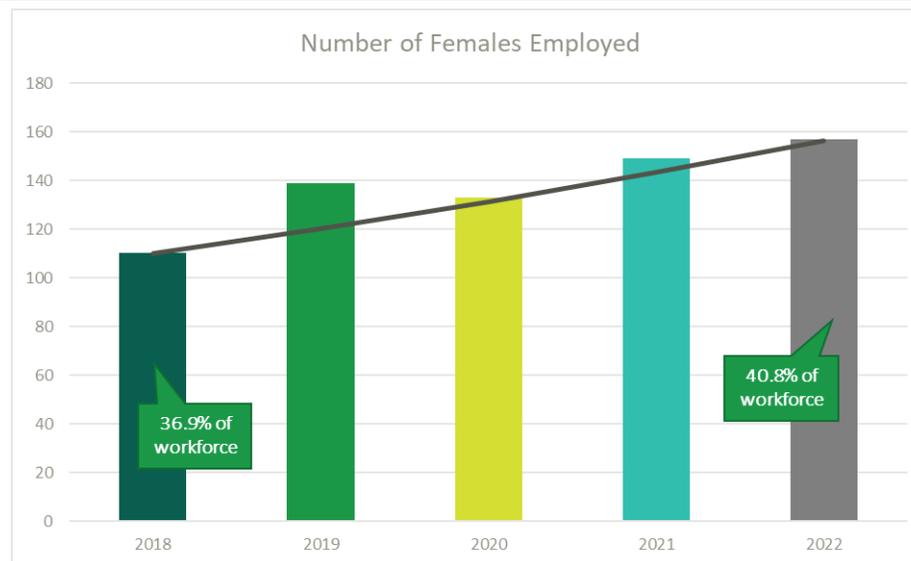


Pay Gap Figures

	Median			Mean		
	2022	2021	Change	2022	2021	Change
Gender Pay Gap - Hourly Pay	1.8%	2.6%	-0.8%	13.4%	22.2%	-8.8%
Gender Pay Gap - Bonus Pay	15.0%	68.8%	-53.8%	-67.1%	94.3%	-161.4%

	2022		2021		Change	
	Men	Women	Men	Women	Men	Women
Percentage of men and women who received bonus pay	15.8%	11.5%	3.0%	8.7%	12.8%	2.7%

Growth in our Female Workforce



Statement of Accuracy

We confirm that the data provided is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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