



Gender Pay Gap Report 2023/24

Snapshot Data as at 5 April 2023

UK GENDER PAY GAP REPORT 2023

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 all of 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 2023, reviews the progress we have made to date, and details the further actions we are taking to address the gender pay gap.
- The reported figures are based on snapshot data as at 5 April 2023.

Progress to date

- We are proud to note **year-on-year improvements across all key pay gap metrics**.
- JDM continues to **outperform the national and food manufacturing industry average** – both median and mean gender pay gaps are 3.0% lower than the industry average, with JDM's median gender pay gap of just 1.6% being significantly lower than the national average of 14.3%.
- Over the last 5 years, the number of females employed by JDM has **increased by 46.9%**. This outweighs the overall growth in JDM's employee base over the same period, meaning females now make up 42.0% of the employee population compared to 36.9% 5 years ago.
- However, while a gender pay gap, however small, exists, we recognise that there is more that we can do to continue to drive improvements, and remain focused on this.

National Average source:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

Industry Average source:

[https://gender-pay-gap.service.gov.uk/viewing/download-data/2022,filtered for SIC codes 10850 and 10890](https://gender-pay-gap.service.gov.uk/viewing/download-data/2022,filtered%20for%20SIC%20codes%2010850%20and%2010890)



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Looking Forwards

We have made significant improvements in reducing the gender pay gap in recent years, and are confident that this progress will be sustained moving forwards due to continued focus on several areas, including:

- A 50/50 split of males and females in JDM's executive leadership team.
- Continuing to develop and promote a people-oriented culture, improving employee engagement and retention. JDM has launched our EPIC value set, which our employees are aligned to and are celebrated for demonstrating.
- Keeping employee remuneration and benefits under close review to ensure we are able to attract and retain talent, where possible enhancing our offering to employees.

We are committed to promoting diversity and embedding a culture of gender equality across our business.



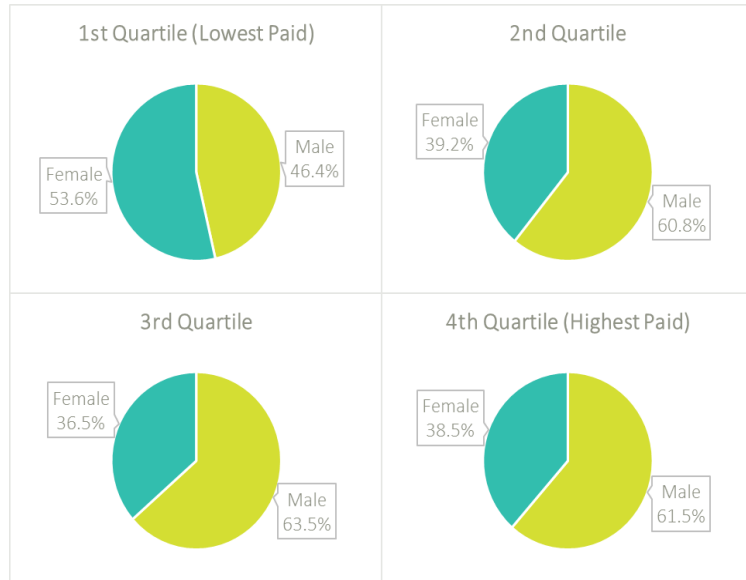
Summary of Pay Gap Numbers and Statistics

- Our overall median gender pay gap is 1.6%. This is down from 1.8% in the prior year and compares favourably to the national average of 14.3%.
- JDM's mean gender pay gap is 5.0%, this has narrowed significantly from 13.4% in 2022. The remaining gap is driven by an overall lower number of women in senior roles within JDM, despite the positive being progress made.
- The proportion of women who received a bonus during the year was 1.9% (vs. 1.8% of men). The mean bonus pay gap was -308.5% (2022: -67.1%), however this is skewed by the low overall number of employees in receipt of a bonus. The median bonus pay gap was eradicated to 0.0%, down from 15.0% in the prior year.
- Pay quartile splits are illustrated overleaf.



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Pay Quartiles – Proportion of Male and Female Employees



Gender Pay Gap Figures

	Median Gender Pay Gap			Industry Average*	Δ Industry Average
	2023	2022	Δ 2022		
Gap - Hourly Pay	1.6%	1.8%	-0.2%	4.6%	-3.0%
Gap - Bonus Pay	0.0%	15.0%	-15.0%	-12.2%	12.2%

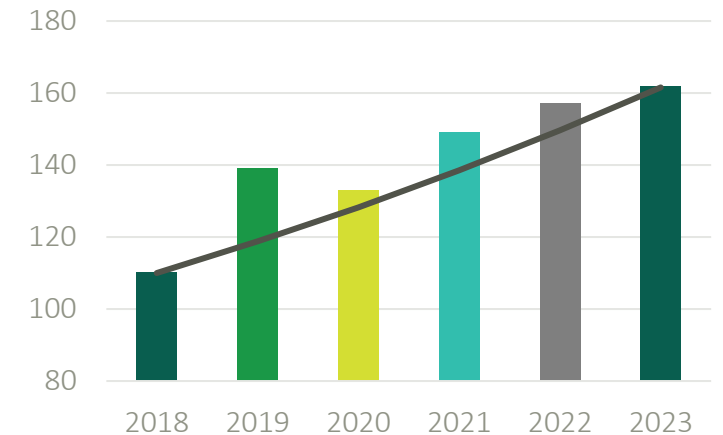
	Mean Gender Pay Gap			Industry Average	Δ Industry Average
	2023	2022	Δ 2022		
Gap - Hourly Pay	5.0%	13.4%	-8.4%	8.0%	-3.0%
Gap - Bonus Pay	-308.5%	-67.1%	-241.5%	9.6%	-318.1%

	2023		2022	
	Men	Women	Men	Women
Percentage of men and women who received bonus pay	1.8%	1.9%	15.8%	11.5%

*Industry average data obtained from ONS (<https://gender-pay-gap.service.gov.uk/viewing/download-data/2022>) filtered for SIC codes 10850 and 10890.

Growth in our Female Workforce

Number of Females Employed



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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