



FEI Foods Ltd – Gender Pay Gap Report 2020

In line with current legislation, FEI Foods Ltd will be publishing a Gender Pay Gap report on an annual basis.

The report for the snapshot dated 5th April 2020 can be found below:

- The Mean Gender Pay Gap for FEI Foods Ltd is 20.9%.
- The Median Gender Pay Gap for FEI Foods Ltd is 8.5%
- The Mean Gender Bonus Gap for FEI Foods Ltd is 86.4%
- The Median Gender Bonus Gap for FEI Foods Ltd is 64.9%
- The proportion of male employees at FEI Foods Ltd receiving a bonus is 5.3% and the proportion of female employees receiving a bonus is 3.5%
- Pay Quartiles by gender:

Band	Male	Female	Description
A	56%	44%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	69%	31%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	78%	22%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	85%	15%	Includes all employees whose standard hourly rate places them above the upper quartile.

The figures indicated above have been calculated using the methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Several hourly paid employees had unpaid absences during the relevant pay period which impacted their respective status as a 'full time relevant employee' (47 female, 94 male).



As per the Equality Act 2010, employees of all genders must receive equal pay for the same (or largely similar) work. FEI Foods Ltd is strongly committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity / paternity, sexual orientation, gender reassignment or disability. The business has a specific 'Equal Opportunities Policy', which is adhered to when determining job roles and pay grades in the interest of ensuring a fair structure.

It is encouraging to observe that the Mean Gender Pay Gap as improved for FEI Foods Ltd since 2018. However, also of note is the fact that our Median Gender Pay Gap has increased to 8.5% over the same period. Considering the improvement of our Mean Gender Pay Gap, we are of the opinion that this percentage is based on the specific gender composition of the workforce at the time, and the manner that a median average is calculated, as opposed to there being an underlying issue of increasing disparity within the business. In any case, we can take confidence in the fact that this median average remains to be far less than the UK average.

	FEI Foods Ltd	UK Average
Mean Gender Pay Gap	20.9%	12.5%
Median Gender Pay Gap	8.5%	15.5%

Twenty members of staff received a bonus during the relevant period, three of which were the most senior employees within the business (all of whom are male) which influenced the Mean and Median Bonus Gap. The proportion of males to females receiving a bonus payment are 5.3% male: 3.5% female.

FEI Foods Ltd remains to be committed to ensuring that the Gender Pay Gap is minimised as far as possible. To achieve this, FEI Foods Ltd will continue to undertake the following initiatives:

- Annual scrutiny of its Gender Pay Gap data
- Monitoring the proportions of male and female candidates applying for jobs and being recruited, while also monitoring proportions of male and female candidates leaving the business and their reason for leaving.
- Continued Support to employees before, during and after any maternity or parental leave taken.
- Monitoring, updating and ensuring adherence to our "equal opportunities policy"

I, Lloyd Williams confirm that the information in this statement is accurate.

Signed,

Lloyd Williams

Finance Director