



FEI Foods Ltd – Gender Pay Gap Report 2021

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 6th April 2021 can be found below:

- The Mean Gender Pay Gap for FEI Foods Ltd is 23.4%.
- The Median Gender Pay Gap for FEI Foods Ltd is 20.4%
- The Mean Gender Bonus Gap for FEI Foods Ltd is 58.6%
- The Median Gender Bonus Gap for FEI Foods Ltd is 0.00%
- The proportion of male employees at FEI Foods Ltd receiving a bonus is 67.1% and the proportion of female employees receiving a bonus is 66.7%
- Pay Quartiles by gender:

Band	Male	Female	Description
A	60%	40%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	75%	25%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	73%	27%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	84%	16%	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 pay relevant employee” (15 female, 22 male). Exceptional to 2021 was the furlough scheme introduced by the Government, which in turn also impacted the population of “full pay relevant employees”. Furthermore, a higher-than-normal staff turnover was observed, meaning many employees did not achieve the required contracted hours to satisfy the criteria of “full pay relevant employees”



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.

We have observed that the Mean Gender Pay Gap has deteriorated slightly for FEI Foods Ltd since 2020. However, the business is of the opinion that this is a circumstantial fluctuation as opposed to any inherent bias. It is comparable to our Mean Gender Pay Gap of 2018. Furthermore, our Median Gender Pay Gap has also increased since last year. Reviewing the workforce population, we are satisfied that there is absolute parity for like roles regardless of Gender.

	FEI Foods Ltd
Mean Gender Pay Gap	23.4%
Median Gender Pay Gap	20.4%

262 members of staff received a bonus during the relevant period. We have observed a significant improvement in our Mean and Median Bonus Pay Gap this year, attributable largely to a COVID-19 bonus that was paid to the vast majority of the workforce irrespective of Gender. The proportion of males to females receiving a bonus payment are 67.1% male, 66.7% 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