

FEI Foods Ltd – Gender Pay Gap Report 2025

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 2025 can be found below:

- The Mean Gender Pay Gap for FEI Foods Ltd is 15.4%
- The Median Gender Pay Gap for FEI Foods Ltd is 7.1%
- The Mean Gender Bonus Gap for FEI Foods Ltd is 84.6%
- The Median Gender Bonus Gap for FEI Foods Ltd is 3.8%

The proportion of male employees at FEI Foods Ltd receiving a bonus is 10.4% and the proportion of female employees receiving a bonus is 12%

Pay Quartiles by gender:

Band	Male	Female	Description
A	62%	38%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	70%	30%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	68%	32%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	86%	14%	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”.

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 ‘Diversity, Equality and Inclusion Policy’, which is adhered to when determining job roles and pay grades in the interest of ensuring a fair structure.

Whilst the Gender Pay Gap figures have increased compared to the previous reporting period, it is important to recognise that the Gender Pay Gap measures the distribution of earnings across the workforce rather than equal pay for equal work. During the reporting period, FEI Foods Ltd experienced growth and expansion. As part of this growth, a number of management and senior leadership positions were created and filled. The majority of successful candidates appointed to these roles during the period were male. These appointments were made through fair and robust recruitment processes, with all candidates assessed against the requirements of the role and appointed solely on merit. Furthermore, in some operational areas of the business, the available labour market continues to generate a higher proportion of male applicants than female applicants.

FEI Foods Ltd remains committed to ensuring equal pay for equal work and continues to be satisfied that employees undertaking the same or equivalent roles are rewarded consistently regardless of gender. The increase in the Gender Pay Gap therefore reflects changes in workforce composition rather than differences in pay for comparable roles.

During the year, we continued to support women in leadership positions and enhanced our maternity provisions and processes to provide additional support to employees before, during and after maternity leave. We believe that initiatives such as these will help attract, retain and develop talented women across the organisation over the longer term.

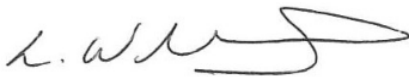
A total of 58 employees received a bonus during the relevant period. The increase in the Mean and Median Bonus Gender Pay Gap is similarly influenced by the higher proportion of male employees occupying senior management positions where bonus eligibility and bonus values are typically greater. It is however encouraging to note that a higher proportion of female employees received a bonus during the reporting period than male employees. FEI Foods Ltd will continue to monitor these figures and remains committed to ensuring that bonus arrangements are applied fairly, consistently and without regard to gender.

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 'Diversity, Equality and Inclusion Policy'

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

Signed,



Lloyd Williams
Managing Director