

Zorba Foods *Zorba*

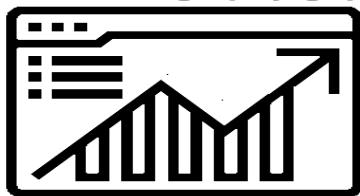
Gender Pay Gap Report: 2019

All large companies employing 250 people or more are required by law to publish their gender pay gap figures. Gender pay looks at the average pay of men and women across the whole business, regardless of role or seniority. We are required to publish figures on mean and median pay gap, bonus pay, the percentage of male and female employees who received a bonus payment and the percentage of males and females in each quartile.

At a national level the gender pay gap shows that average hourly earnings are 17.3% lower for women than men. At Zorba Foods, our gender mean pay gap stands at 16% (11% in 2018) and our median gender pay gap is 0% (0% in 2018), so we're pleased to be well below the national average and proud to say that men and women are paid equally for doing equivalent jobs with equivalent experience. Our gap is primarily driven by having more men than women in senior management roles.

17.3%

UK average pay gap



16%

Zorba Foods pay gap



As a national producer of dips, deli fillers and soup for the UK's biggest supermarkets, around 85% of our workforce work at production facilities. Historically, the balance of this workforce has been male which explains why our gender balance is uneven and as we have below industry average turnover, this means it is difficult to address any workforce gender imbalance.

Zorba Delicacies is committed to being an equal opportunities employer and supports diversity in our workforce.

How is it calculated?

Equal Pay:

Equal pay is paying men and women the same for like for like work

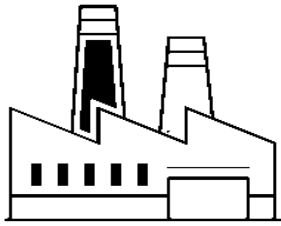
Mean Pay Gap:

By adding together the hourly rates of male and female colleagues and then calculating the average of both, we are left with the mean pay gap, i.e. the difference in pay between the average male and female colleague.

Median Pay Gap:

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

Total No of Employees



 = 594

Pay Quartiles

Upper Quartile



Male: 60%
Female: 40%

Upper Middle Quartile



Male: 60.5%
Female: 39.5%

Lower Middle Quartile



Male: 68.1%
Female: 31.9%

Lower Quartile



Male: 62.7%
Female: 37.3%

Bonus Pay Gap

Proportion of those receiving a bonus

0.50%

0.16%



All bonuses paid in the year up to 5th April 2020 are used for the calculation of the bonus gap. Our mean gender bonus pay gap stands at 33.3% (73% in 2018) and our median gender bonus gap is 31.6% (92% in 2018). Our gender bonus gap is primarily driven by having more men than women in senior roles which attract a higher level of bonus.

We confirm that the information contained in this report is accurate.

Marie Saunders, Finance Controller

Julie Knight, Group HR Manager