

2022 Valeo Foods UK Gender Pay Report





A message from our MD

Valeo Foods UK is part of the Valeo Foods Group, one of Europe's fastest growing consumer foods producers, with a portfolio of category leading brands, many of them, like Rowse, are household names.

In 2019 we acquired Matthew Walker, an iconic Christmas pudding and sponge pudding manufacturer. Both businesses share a family run heritage and a resulting legacy of pride, passion, expertise and product quality that sets us apart from our competition and makes us a great place to work.

Since gender pay reporting began in 2018 we are proud to share that;

- Mean pay for women has increased by **7%**
- Median pay sits at **0%**
11% more women are employed in upper pay quartile
- Our agile working strategy is encouraging more women into our business
- The pay bar at Bakery Foods Ltd has been raised by more than **20%** since joining the Valeo Group in **2019**
- **37%** of our female senior mgt community have progressed via internal progression.

Our work to instill equity, fairness and gender balance continues and in the current challenging economic and political environment it is more important than ever to ensure the physical, mental and financial wellbeing of our workplace remains a key business priority. In this coming year we will be focusing on maintaining competitive pay and benefits, as well as driving learning and development for everyone through management development programmes, apprenticeships and individuals career pathways.

Our people are the heart of our business..... as individuals and as teams we come together to drive optimal performance by championing the ASPIRE values and behaviours, that make Valeo Foods UK a great place to work.

Jan Ainsworth

Managing Director,
Valeo Foods UK

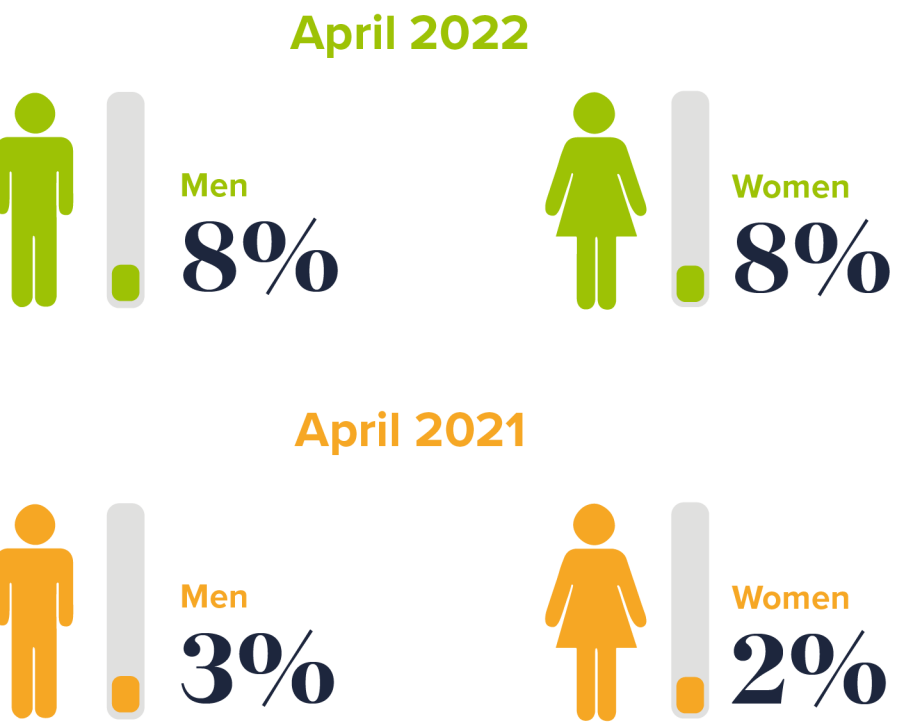


Valeo Foods UK Reporting Data

% of Men and Women

Year	April 2022		April 2021	
	Men	Women	Men	Women
Upper	54%	46%	58%	42%
Upper Middle	69%	31%	64%	36%
Lower Middle	48%	52%	52%	48%
Lower	48%	52%	46%	54%
Total	308	253	286	235
% of Total Heads	55%	45%	55%	45%

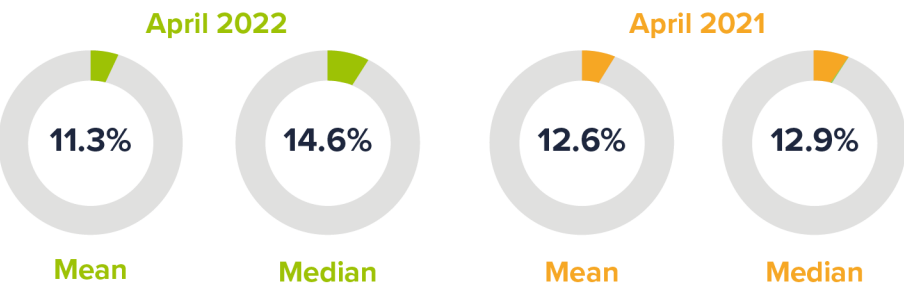
Proportion Receiving Bonus



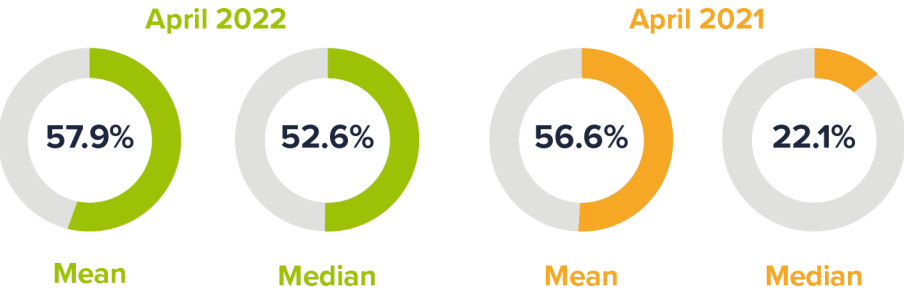
Numbers of employees

Year	April 2022		April 2021	
	Men	Women	Men	Women
Upper	76	64	76	54
Upper Middle	97	43	83	47
Lower Middle	67	73	67	63
Lower	68	73	60	71
Total	308	253	286	235
% of Total Heads	55%	45%	55%	45%

Gender Pay Gap



Bonus Gender Pay Gap



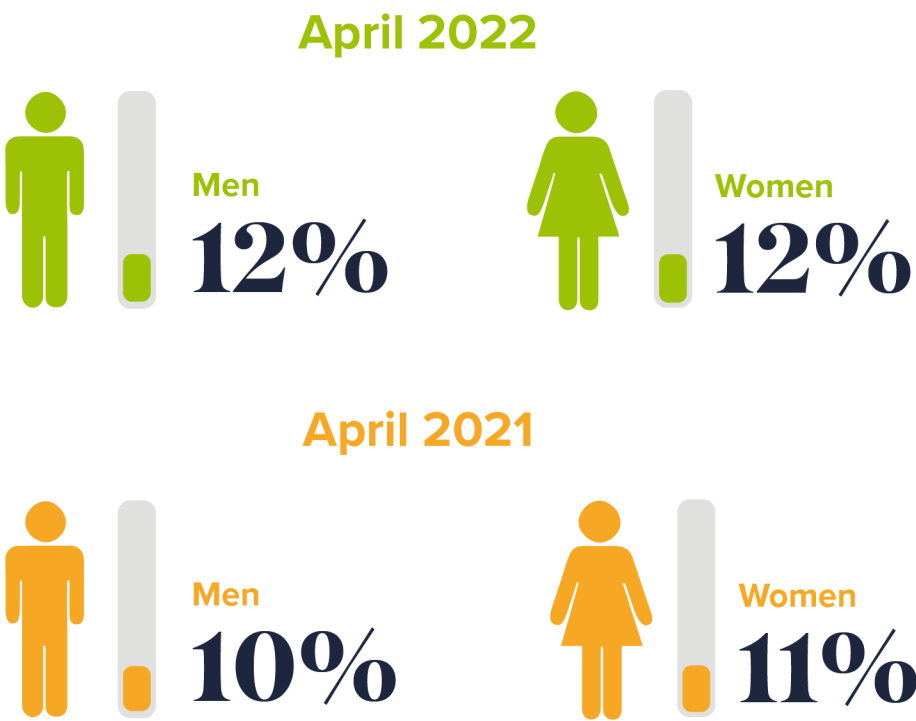


Rowse Honey Reporting Data

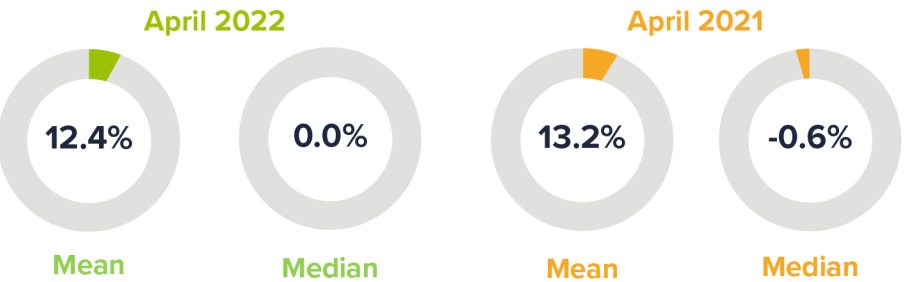
% of Men and Women

Year Gender	April 2022		April 2021		April 2020		April 2019		April 2018	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Upper	54%	46%	58%	42%	62%	38%	64%	36%	66%	34%
Upper Middle	69%	31%	64%	36%	56%	44%	63%	38%	61%	39%
Lower Middle	48%	52%	52%	48%	70%	30%	64%	36%	72%	28%
Lower	48%	52%	46%	54%	42%	58%	40%	60%	45%	55%
Total	308	253	286	235	146	108	148	109	156	100
% of Total Heads	55%	45%	55%	45%	57%	43%	58%	42%	61%	39%

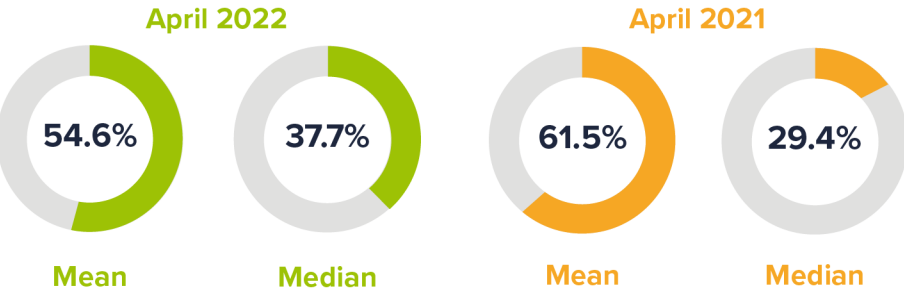
Proportion Receiving Bonus



Gender Pay Gap



Bonus Gender Pay Gap





Bakery Food Ltd (Matthew Walker) Reporting Data

% of Men and Women

Year Gender	April 2022		April 2021	
	Men	Women	Men	Women
Upper	60%	40%	62%	38%
Upper Middle	51%	49%	59%	41%
Lower Middle	52%	48%	35%	65%
Lower	44%	56%	56%	44%
Total	131	121	133	119
% of Total Heads	52%	48%	53%	47%

Proportion Receiving Bonus

April 2022



Men

2%



Women

3%

April 2021



Men

3%

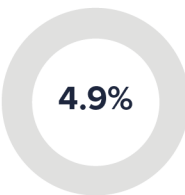


Women

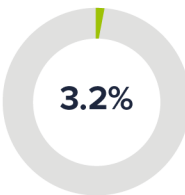
2%

Gender Pay Gap

April 2022

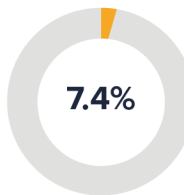


Mean

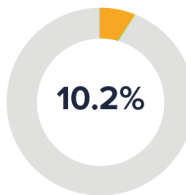


Median

April 2021



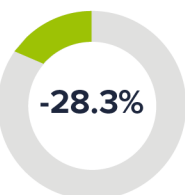
Mean



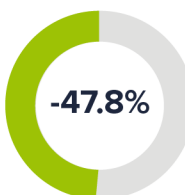
Median

Bonus Gender Pay Gap

April 2022

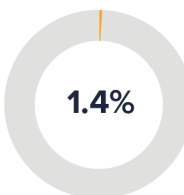


Mean

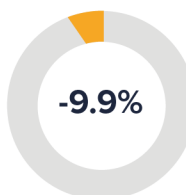


Median

April 2021



Mean



Median

