

# 2023 Valeo Foods UK Gender Pay Report



A close-up photograph of a beekeeper wearing a white protective suit and gloves, holding a wooden frame filled with bees and honeycomb. The background is a blurred green landscape. A green banner with white text is overlaid on the left side of the image.

# Message from Finance Director

**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.**

Rowse and Matthew Walker sit proudly amongst some of the most iconic British food brands as they share a family heritage that extends over 190 years combined. While these businesses have a legacy of producing the highest quality, best tasting products within their respective categories, they also have a long history of providing meaningful and rewarding careers that are categorised by the highest levels of pride, passion and expertise across the British food industry. While we are proud business owners, we are even prouder employers and are committed to providing a great place to work.

**As an organisation that is deeply passionate about closing the gender pay gap and reporting on our progress, we are proud to share that:**

- We are undertaking recruitment practice analysis and exit interviews are being scrutinised over the next year;
- We have undertaken a project to right-size marketplace pay in-balance in engineering.
- We have delivered greater headcount stability in Heanor meaning less attrition across both genders.
- Reflecting on our efforts, ongoing improvements year-on-year demonstrate that our strategy on gender pay is working, supported by harmonisation of benefits, bonus schemes and pay providing greater consistency across Valeo Foods Group.

Both Rowse Honey Ltd. and Bakery Foods Ltd. have better mean gender pay and median gender pay compared to the national figures, and also compare well to the relevant geographical and sector specific figures. Our data is moving closer to the sector specific results for manufacturing of food products which is an important measure for attracting top talent.



**Michael Woulfe**  
Finance Director,  
Valeo Foods UK

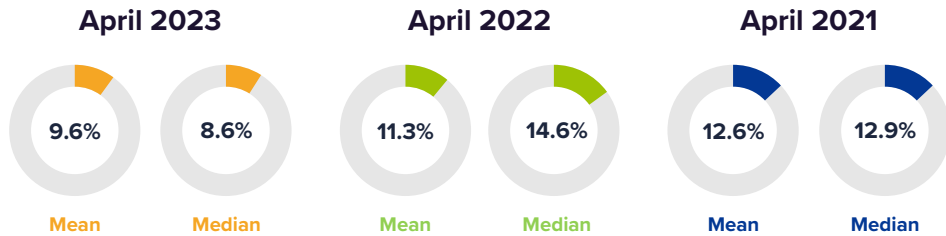
# Valeo Foods Grocery



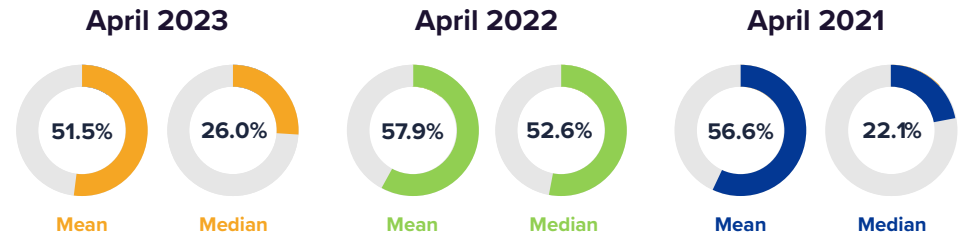
# % of Men and Women

Year	April 2023		April 2022		April 2021	
	Men	Women	Men	Women	Men	Women
Upper	60%	40%	54%	46%	58%	42%
Upper Middle	70%	30%	69%	31%	64%	36%
Lower Middle	55%	45%	48%	52%	52%	48%
Lower	46%	54%	48%	52%	46%	54%
Total	296	218	308	253	286	235
% of Total Heads	58%	42%	55%	45%	55%	45%

## Gender Pay Gap



## Bonus Gender Pay Gap



## Proportion Receiving Bonus



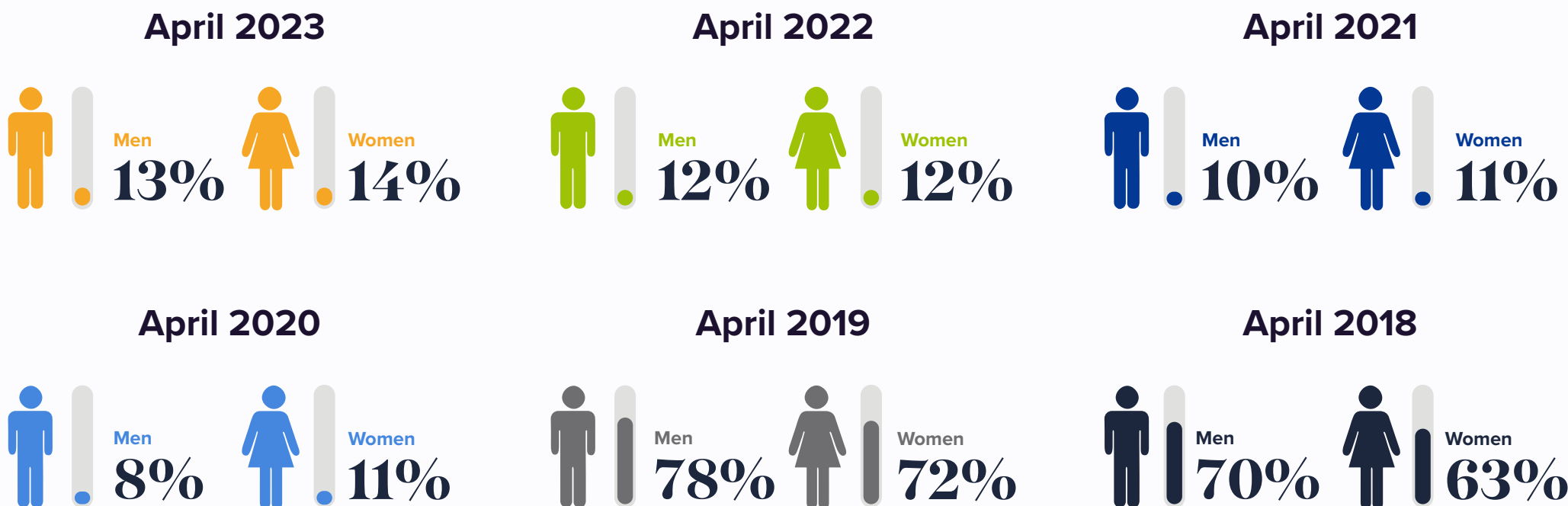
# Rowse Honey Ltd.



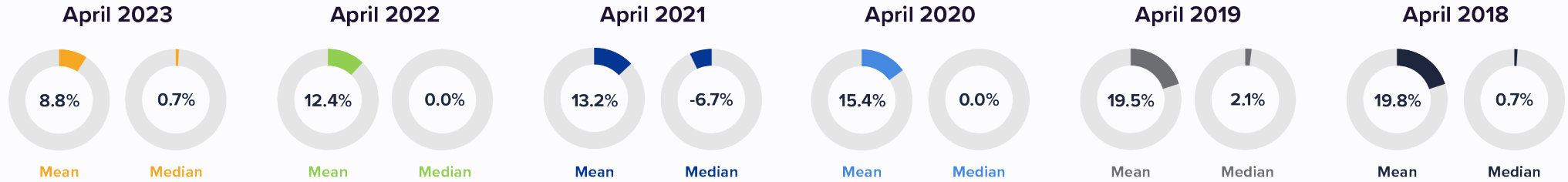
## % of Men and Women

Year	April 2023		April 2022		April 2021	
	Men	Women	Men	Women	Men	Women
Upper	62%	38%	55%	45%	58%	42%
Upper Middle	57%	43%	55%	45%	48%	52%
Lower Middle	67%	33%	78%	22%	75%	25%
Lower	52%	48%	47%	53%	47%	53%
Total	170	116	177	132	153	116
% of Total Heads	59%	41%	57%	43%	57%	43%

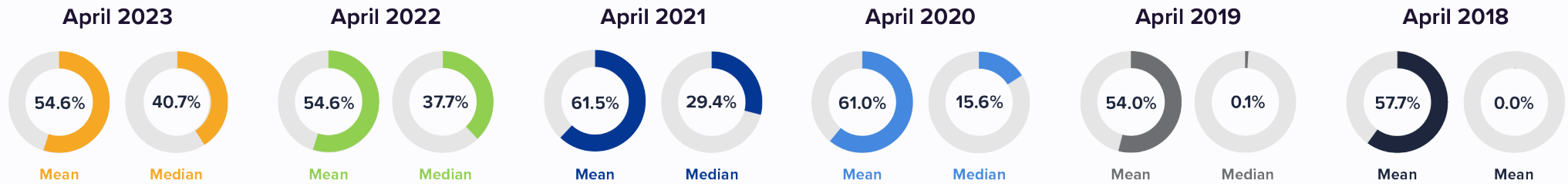
## Proportion Receiving Bonus



# Gender Pay Gap



# Bonus Gender Pay Gap





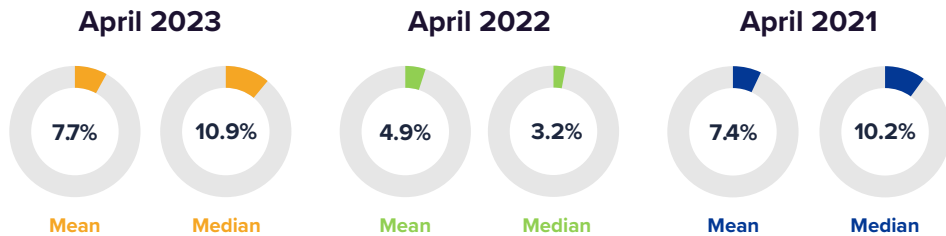


# Bakery Foods Ltd (Matthew Walker) Reporting Data

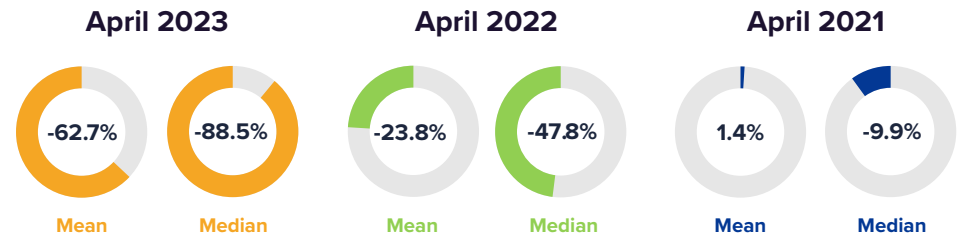
# % of Men and Women

Year	April 2023		April 2022		April 2021	
	Men	Women	Men	Women	Men	Women
Upper	61%	39%	60%	40%	62%	38%
Upper Middle	68%	32%	51%	49%	59%	41%
Lower Middle	53%	47%	52%	48%	35%	65%
Lower	39%	61%	44%	56%	56%	44%
Total	126	102	131	121	133	119
% of Total Heads	55%	45%	52%	48%	53%	47%

## Gender Pay Gap



## Bonus Gender Pay Gap



## Proportion Receiving Bonus



# Improvements in mean gender pay for each company compared to the office for National Statistics

## Company Data with the Office for National Statistics Comparators

		2023	
Data Source (1)	Data Source (2)	Mean%	Median %
Rowse Honey Ltd.	All employees	8.8%	0.7%
Bakery Foods Ltd.	All employees	7.7%	10.9%
Valeo Foods UK	All employees	9.6%	8.6%
National	ONS figures ALL UK	13.2%	14.3%
Sector specific	Manufacturing	11.2% <sup>1</sup>	5.9%
	Manufacturing of food products	8.2%	9.8%
Geographical	Oxfordshire	18.9% <sup>1</sup>	9.9%
	South Oxfordshire	0.6%	-0.5%
Geographical	Derbyshire	12.5% <sup>1</sup>	6.1%
	Amber Valley	15.4%	10.7%

