

2025

Gender Pay Gap  
**Report**



# Foreword.

**This year I am again delighted to see improvement across the gender pay statistics. When I consider our progression on gender pay parity over recent years, I believe that this is testament to our teams being committed to embedding our winning culture in every part of the business.**

I especially welcome the news that our mean gender pay gap has significantly reduced on last year and I have seen many examples of colleagues fostering trust and inclusion, creating a safe space for healthy debate and empowering our people through development and coaching, in line with our new leadership principles and practices.

At McCain, we prioritise creating an inclusive culture, which continues to positively impact gender pay gap improvements. I will continue to be an advocate and drive the ongoing development of an inclusive culture in McCain GB & Ireland, where everyone feels respected, is engaged to do their best work, and feels that they belong here at McCain.

I am proud to be a leader in a progressive business which is committed to all of our people, to their everyday engagement, career advancement and inclusion.

**Jillian Moffatt.**

Regional President, GB & Ireland



# Calculating the gender pay gap.

The UK Government's Gender Pay Gap legislation requires that all companies in Great Britain with 250 or more employees publish their gender pay gap on an annual basis.

McCain Foods (GB) Ltd employs more than 1,300 people across Great Britain, and in this report we share a range of statistics and analysis as of 5 April 2024.

## The difference between the gender pay gap and equal pay.

Equal Pay is the legal right for men and women to receive the same payment for doing the same or similar jobs, and we have a grading system in place to support this. Whereas the gender pay gap is the difference in average pay between men and women within an organisation. The key statistics used for this are:

### Mean gender pay gap.

The mean gender pay gap is the difference in average hourly pay for women compared to men.

### Median gender pay gap.

To find the median gender pay gap, the hourly pay of all men and women in a company is ordered from smallest to largest in two separate lists. The hourly pay of the 'middle' woman on the list of women is then compared to the hourly pay of the 'middle' man on the list of men.



# McCain: Our gender pay statistics.

In line with the UK government's Gender Pay Gap Regulations, our 2024 analysis shows the following:

## Understanding our 2024 gender pay gap

At McCain Foods (GB) Ltd, the mean gender pay gap is **1.7%** and the median gender pay gap is **7.1%**. We are pleased to report that the median is significantly lower than the national average of **13.1%** released by the Office of National Statistics.

Our pay gap continues to be influenced by more men than women occupying senior roles, although we are pleased to report that we are making very good progress in narrowing the gap. We see a significant reduction in our mean gender pay gap over the last year, **1.7%** down from **4.2%**, together with a reduction in our median gender pay gap, **7.1%** down from **8.4%** last year. In addition, there has been a slight increase in women represented at both upper quartiles.

With regards to the bonus pay gap, this too has been influenced by men occupying a higher proportion of senior roles, with our bonus payments at senior levels being calculated as a percentage of base pay. In addition, these figures are influenced by more women occupying part-time roles. However, like last year, in our 2024 data we saw a similar proportion of men and women earning a bonus. This was mainly due to a discretionary performance bonus being awarded to employees not part of our bonus scheme, in recognition of their contribution to business results. This resulted in an increased proportion of both women and men receiving a bonus in 2024.

The result is a mean bonus pay gap of 10.04% and a median bonus pay gap for the first time representing a negative figure of -8.56%, meaning that the median bonus was higher for women than men.

### Gender pay gap

#### Median Pay Gap

**7.1%**

National Median Pay Gap – 13.1%\*

#### Mean Pay Gap

**1.7%**

### Gender bonus pay gap

#### Median Bonus Pay Gap

**-8.6%**

#### Mean Bonus Pay Gap

**10.04%**

### Proportion of men & women receiving a bonus



**83%**

of women received a bonus

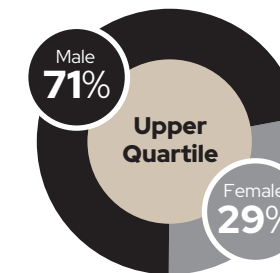
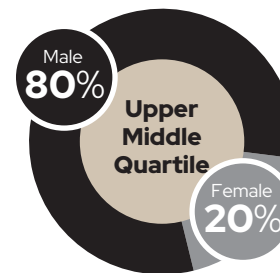
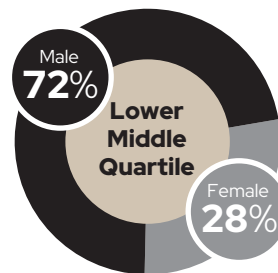
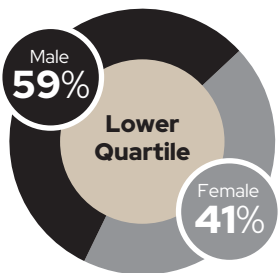


**88%**

of men received a bonus

## Proportion of men & women in each pay quartile

Quartiles represent the pay rates from lowest to highest for our employees, split into four equal sized groups. The percentage of men and women in each quartile is shown on the charts below:

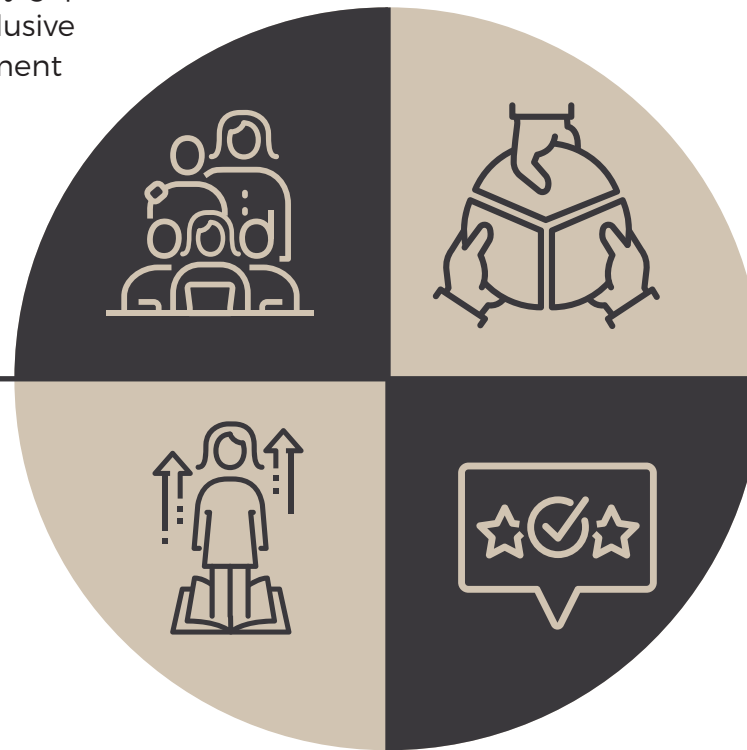


\*Office of National Statistics 2024

# Reducing the gender pay gap.

**We continue our work to build and nurture a winning culture where all employees of McCain are valued for who they are and what they bring.**

By investing in building knowledge and supporting change, our annual pay gap analysis demonstrates significant progress in reducing our gender pay gap over recent years. We are fostering a more inclusive culture through targeted leadership development programs, expert-led learning opportunities, keynote speaker events, ongoing awareness initiatives, and the dedicated efforts of our internal Activation Team, who champion and steer our Diversity, Equity, and Inclusion (DEI) activities for our teams.



Our latest engagement survey confirms that inclusion is important to our colleagues and that recent improvements have made our workplace more inclusive than ever. We strive to ensure that everyone feels they can be themselves at work. We invite diverse perspectives and create safe spaces so that all employees can develop, progress and thrive at McCain.

Initially, our focus was on increasing female representation at senior levels. We continue to track internal promotions and ensure gender balance in our hiring practices. Our DEI agenda also celebrates diversity beyond gender, encouraging everyone to positively impact the workplace by considering all dimensions of difference.

We are confident that our ongoing drive for a Winning Culture will continue to positively impact our gender pay gap statistics. Moving forward, we will continue to measure our progress and act on employee feedback to ensure that our workplace remains inclusive and equitable for all.



## **Declaration.**

I confirm that the information and data reported, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, are accurate.

## **Leah De Santis.**

VP, Human Resources  
McCain Foods (GB) Ltd