

2024

GENDER PAY GAP STATEMENT



**SAMWORTH
BROTHERS**

Food & Family since 1896

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Samworth Brothers is a fourth-generation family business producing high quality chilled and ambient foods enjoyed by millions every day. Our purpose 'doing good things with great food' means we welcome new colleagues into our family with open arms.

We want all our 10,000+ colleagues to have the opportunity to reach their full potential. Within our culture framework we have set out clear commitments to bring our purpose and values to life to create a fully inclusive workplace.

One of our values 'we are family' states that "we appreciate, encourage and treat one another like family, no matter who we are or where we're from. Everyone is welcomed and supported."

Whether a colleague is a new starter just setting out on their career or someone with many years of service wanting to learn new skills, we offer opportunities to grow.

We track our progress by measuring the internal progression rate with a target of 70% of roles to be filled internally. Every colleague is expected to have a regular performance enhancement conversation with their line manager and agree an annual development plan. Colleagues can also have their say anonymously and confidentially in our annual people survey. Local management teams then build action plans based on this feedback to make improvements. We have quality induction programmes and buddy support systems.

Our 'Leading the Samworth Way' workshops also help our managers understand how they should lead in line with our purpose, values, and culture framework.



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At Samworth Brothers we have a range of initiatives in place to champion gender diversity and equal reward, considering many aspects such as ways of working, recruitment, ensuring retention and offering career progression. We believe this is both essential to our strategy delivery and, of course, the right thing to do.

Our overall median gender pay gap in 2024 is 8.3% and our overall mean gender pay gap is 7%, compared to the UK median average of 13.1% and UK mean average of 13.8%*. While we are ahead of the UK average, we are committed to continuing to further improve equality in our workforce.

We have made progress with greater gender diversity at leadership levels with 53% of directors and senior managers reporting to our Group Executive Board now female (up from 44% in March 2024, 37% in February 2021 and 28% in 2019). Six of our nine Managing Directors are currently female.

We continue to participate in the Cross-Industry Grocery Aid Diversity and Inclusion Mentoring programme and our cross-business Diversity and Inclusion project team continues to meet on a quarterly basis.

In 2024 we ran 27 Talent & Succession forums in both category and at job family level, which has also been supportive in identifying potential female leaders.

We look forward to providing a further update in 2026.



A handwritten signature in black ink that reads "Joanne Werth".

Joanne Werth
Group People Director
Samworth Brothers

*Office of National Statistics, Gender Pay Gap in the UK 2024

All companies with 250 or more employees are required to publish their gender pay gap information under legislation that came into force in April 2017.

Companies have to publish the gap in pay between men and women on both a median basis (the difference between the midpoints in the ranges of men's and women's hourly pay) and a mean basis (the difference between the average hourly pay between male and female staff). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group.

Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses.

GENDER PAY GAP

Gap in pay between men and women

HOURLY PAY

Median

8%

Mean

7%

GENDER BONUS GAP

Median

14%

Mean

38%

PROPORTION OF COLLEAGUES RECEIVING A BONUS FOR 2024

Male

92%

Female

95%

The data illustrates our median and mean gender pay gap at the snapshot date of 5th April 2024. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles. Our gender pay gap in 2024 of 8.3% (median) and 7% (mean) is well below the UK average of 13.1% (median) and 13.8% (mean).

The proportion of male/female colleagues in receipt of a bonus in 2024 was 92% of men and 95% of women.



GENDER DISTRIBUTION BY PAY QUARTILE

**SAMWORTH
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QUARTILE 1



QUARTILE 2



QUARTILE 3



HIGHEST QUARTILE



WOMEN

MEN

