

# Birds Eye UK Gender Pay Gap Report 2020



Nomad Foods

# Introduction

Birds Eye Limited is a subsidiary of Nomad Foods, Europe's leading frozen foods company. We produce and market products under the Birds Eye, Goodfella's and Aunt Bessie's brands and are proud to have been a part of family life for generations.

As a purpose-driven company focused on "Serving the World with Better Food", we know that to stay relevant to the consumers and communities we serve, we must attract, develop and retain the best and most diverse talent; wherever we operate.

For us, a culture of inclusion starts with having diverse thoughts and experience around the table. Giving everyone a voice because together, we make better business decisions and deliver better outcomes.

The UK gender pay gap report is an important part of our Inclusion & Diversity (I&D) strategy and we are committed to focussing on the facts in order to track progress and most importantly, guide positive action.

Our latest UK gender pay gap report findings show that we have made progress and our pay gap is significantly below benchmark companies.

However, we continue to find gender pay imbalance. We know, like many companies, underrepresentation of women in senior roles is one driver of our pay gap and we are undertaking detailed analysis to identify the root causes of this and identify other drivers, so we can ensure the actions we are taking deliver positive change.

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Nomad Foods (NYSE: NOMD) is Europe's leading frozen foods company. The company's portfolio of iconic brands, includes Birds Eye, Findus, iglo, Aunt Bessie's and Goodfella's. Nomad Foods is headquartered in the United Kingdom and has offices and manufacturing sites in 14 countries. **Birds Eye** is the leading frozen food brand in the UK and is synonymous with high quality, great tasting food.



**Wayne Hudson**  
Managing Director  
UK, Ireland & Nordics



**Jason Musk**  
Chief Supply Officer

# Our Findings



## Population and Reporting as at 5<sup>th</sup> April 2020

Regulations introduced in 2017 require companies with 250 or more employees to publish details of their gender pay and bonus gaps across 6 measures. In April 2020 Birds Eye employed **1025** colleagues across its UK office and factory locations in Bedfont, Leeds, Hull, Gloucester and Lowestoft.

Pay Gap (fixed pay as at 5 <sup>th</sup> April 2020)	Median	Mean	Bonus Gap	Median	Mean
	8.8% (2017 15.5%)	5.0% (2017 11.4%)		0.0% (2017 – nil paid)	8.8% (2017 – nil paid)

The **median pay or bonus gap** is the difference between the midpoints of all salaries or bonuses paid when they are listed in ascending order for men and women. The **mean pay or bonus gap** is the difference between the average hourly pay or bonus of men and women. The amounts included in **hourly pay** are basic pay, allowances (car, location etc), pay for leave and shift premium pay. Any non-cash benefits are excluded. The **hours** used are the actual hours each employee is contracted for or the actual hours worked in the relevant pay period if the employee works differing hours each week.

Bonus Proportions	Women	Men
	87.9%	89.8%

**Bonus proportions** is the proportion of eligible men and women who were paid bonus pay during the relevant period.

Pay Quartiles (percentage of women in each quartile)	Band A	Band B	Band C	Band D
	41.6% (2017 44%)	36.5% (2017 35%)	34.1% (2017 21%)	34.5% (2017 25%)

**Pay quartiles** are calculated by splitting all employees in an organisation into four groups according to their standard hourly pay and calculating the percentage of men and women in each of these groups. The UK Gender Pay Reporting bands are not the same as Nomad Foods work levels and salary ranges.

<b>Band A: Lower Quartile</b> Employees whose standard hourly rate places them at or below the lower quartile.	<b>Band B: Lower-Middle Quartile</b> Employees whose standard hourly rate places them above the lower quartile and below the median.	<b>Band C: Upper-Middle Quartile</b> Employees whose standard hourly rate places them above the median and below the upper quartile.	<b>Band D: Upper Quartile</b> Employees whose standard hourly rate places them above the upper quartile.
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# Our Progress and Positive Action Plan



Birds Eye UK gender pay gaps identified were significantly below those of organisations in the same sector and industry.

There was an improvement against most pay gap metrics compared to the last reporting period and since reporting began in 2017.

There was no median bonus pay gap and the balance of men and women across most of the pay quartiles improved.

The gender pay gap is influenced by a number of factors and we know, like many companies, underrepresentation of women in senior roles is one driver of Birds Eye's UK pay gap. We are undertaking detailed analysis to identify the root causes of this and to identify other drivers, so we can ensure the positive action we are taking delivers positive change.

## Inclusive Leadership

We believe inclusive Leadership is the most critical factor in creating equal opportunities for diverse talent in the workplace.

### In 2021 we will:

- Launch our new Shine for Women international leadership development programme designed to support progression of women into senior roles.
- Roll out an Inclusive Leadership development programme for our Senior Leaders.

## Inclusive Culture

We aim to create an inclusive workplace culture where all employees feel they belong and are valued.

### In 2021 we will:

- Continue to support development of our employee networks as a powerful force for promoting inclusion and belonging.
- Roll out a programme of conscious inclusion awareness and education to enable all colleagues to take small steps everyday to promote inclusion & diversity in Birds Eye.

## Inclusive Hiring

Inclusive Hiring enables us to connect with and hire diverse individuals through understanding and valuing difference.

### In 2021 we will:

- Audit our recruitment processes and practices and make changes to be more inclusive.
- Roll out a programme of inclusive hiring awareness and education to enable Hiring Managers and HR colleagues to attract and hire the best and most diverse talent into every role and at every level.

