

Gender Pay Gap Report 2017

Under the UK Government's new Gender Pay Gap Reporting regulation, companies need to report gender pay statistics for all legal entities in Great Britain with more than 250 employees.

Noble Foods Group employs approximately 1,100 people across 2 legal entities in Great Britain that meet the reporting criteria, Noble Foods Limited (691) and Noble Foods (438). We are also providing gender pay data for all employees across Great Britain for the Noble Group which includes employees in legal entities with fewer than 250 employees.

In this report we are sharing the median and mean (average) pay gaps between men and women's hourly pay and bonuses based on the snapshot date of 5th April 2017.

Noble Foods Group

Mean Pay Gap	Median Pay Gap
5.0%	17.0%

Mean Bonus Gap	Median Bonus Gap
45.9%	16.3%

Proportion of employees receiving a bonus in the 12 months preceding the snapshot date:

Male	Female
15.6%	17.1%

Noble Foods Group gender pay gap falls below the national average, with the mean gender pay gap falling significantly below.

	Noble Foods Group	National Statistics ASHE 2017
Mean gender pay gap	5.0%	17.4%
Median gender pay gap	17.0%	18.4%
Mean bonus gap	45.9%	71.0%
Median bonus gap	16.3%	44.1%

Noble Foods Limited

At the snapshot date, Noble Foods Limited employed a total of 691 people (65.6% male, 34.4% female).

Mean Pay Gap	Median Pay Gap
15.8%	6.1%

Mean Bonus Gap	Median Bonus Gap
64.5%	48.0%

Proportion of employees receiving a bonus in the 12 months preceding the snapshot date:

Male	Female
4.9%	5.0%

Noble Foods Limited gender pay gap falls below the national average, with the median gender pay gap falling significantly below.

	Noble Foods Limited	National Statistics ASHE 2017
Mean gender pay gap	15.8%	17.4%
Median gender pay gap	6.1%	18.4%
Mean bonus gap	64.5%	71.0%
Median bonus gap	48.0%	44.1%

The proportion of males and females in each quartile pay band:

Band	Males	Females	Description
A	60.6%	39.4%	Includes all employees whose standard hourly rate places them in the lower quartile
B	63.2%	36.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	70.2%	29.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	70.8%	29.2%	Includes all employees whose standard hourly rate places them in the upper quartile

Noble Foods

At the snapshot date, Noble Foods employed a total of 438 people (80.1% male, 19.9% female).

Mean Pay Gap	Median Pay Gap
13.3%	15.5%

Mean Bonus Gap	Median Bonus Gap
63.4%	47.0%

Proportion of employees receiving a bonus in the 12 months preceding the snapshot date:

Male	Female
36.5%	55.2%

Noble Foods gender pay gap falls below the national average.

	Noble Foods	National Statistics ASHE 2017
Mean gender pay gap	13.3%	17.4%
Median gender pay gap	15.5%	18.4%
Mean bonus gap	63.4%	71.0%
Median bonus gap	47.0%	44.1%

The proportion of males and females in each quartile pay band:

Band	Males	Females	Description
A	66.7%	33.3%	Includes all employees whose standard hourly rate places them in the lower quartile
B	77.1%	22.9%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	89.0%	11.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	88.2%	11.8%	Includes all employees whose standard hourly rate places them in the upper quartile

Throughout Noble Foods, we are committed to rewarding people fairly and our pay decisions are based on market data and individual performance. Consequently our gender pay gap is lower than the National average.

I confirm that the information and data reported is accurate as of the snapshot date of 5th April 2017



Dale Burnett

Chief Executive Officer

22nd March 2018

