

OUR 2018 GENDER PAY GAP REPORT

We are committed to respecting and embracing diversity in the workplace and to reducing our gender pay gap

What is the gender pay gap?

In the UK, businesses employing 250 or more employees are required to publish a report detailing their gender pay gap figures; this is calculated as the mean (average) and median (midpoint). The gender pay gap represents a percentage difference in the results between men and women.

As at the date of this report, we have just over 900 employees. The results of the gender pay gap in our workforce are set out below. We remain committed to reducing this gap in the future.

Is gender pay the same as equal pay?

No; the presence of a gender pay gap **does not** equate to an equal pay issue. Equal pay is the requirement that men and women carrying out the same or similar roles are paid the same for the amount of work that they do. We are confident that we do not have an equal pay issue in our business.

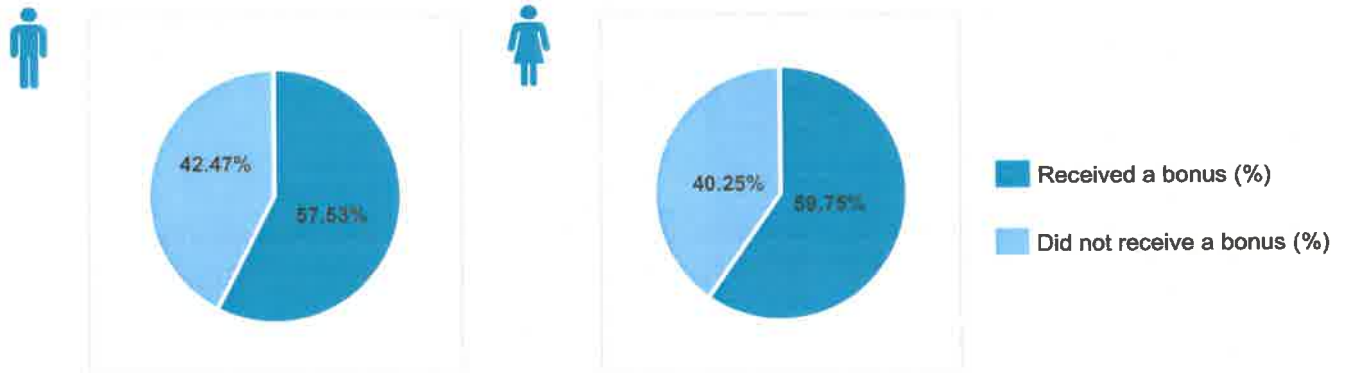
Hourly Rate of Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly rate of pay	7.62%	7.58%
Bonus paid	11.45%	13.51%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2018). It also captures the mean and median difference between bonuses paid to male and female employees of R&R Ice Cream UK Limited in the year up to 5 April 2018 i.e. for the 2017 performance year.



Proportion of colleagues awarded a bonus for 2017

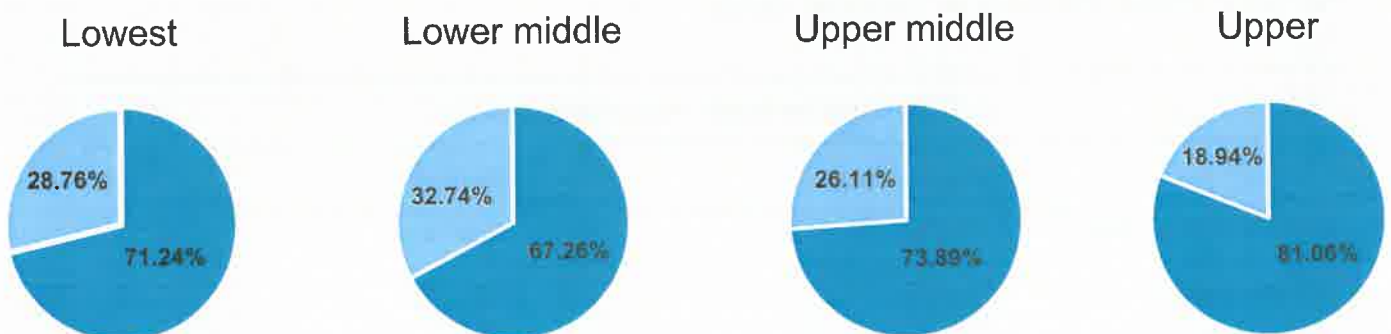


This shows a 2.22% difference between the number of men and women being paid a bonus for their performance in 2017, with a **higher** percentage of female employees receiving a bonus (which is the same trend as for the 2016 bonus year).

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Pay Quartiles



The above image illustrates the gender distribution at R&R Ice Cream UK Limited across four equally sized quartiles, each containing just over 225 colleagues. This is a very similar trend to last year.

Reflecting back & looking ahead

This is our second gender pay gap report. However, following an internal restructure, a number of senior employees who were included in the calculations for our first gender pay report have not been included in this year's report. Therefore, comparing this year's pay gap figures to last year's figures can only be of limited value.

We are encouraged that our pay gap remains comfortably below the UK average. Further, we are pleased that our pay gap figures are comparable (and often lower) than our market competitors.



We recognise the benefit to a diverse workforce. However, typical to the manufacturing industry, we have a predominantly

male workforce (73%) and, therefore, our figures reveal a consistently high distribution of male employees across all four quartiles.

We are confident that men and women are paid equally for doing work of the same or equal value across our business, but we are committed to reducing our pay gap. We seek to foster a culture that gives men and women equal opportunities in the workplace. We aim to put measures in place to encourage more women to apply for, and work, at the business in order to increase female representation and create a greater gender balance especially in the company's more senior roles.

I confirm the data reported is accurate.

Name: Mike Fraine

Signature: 

Title: Head of UK & Ireland

Date: 02/04/19



