

OUR 2021 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 under 1,000 employees. The results of the gender pay gap in our workforce are set out below. We remain committed to reacting to the contents of this report and reducing any 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 and remain committed to ensuring that remains the case in the future.

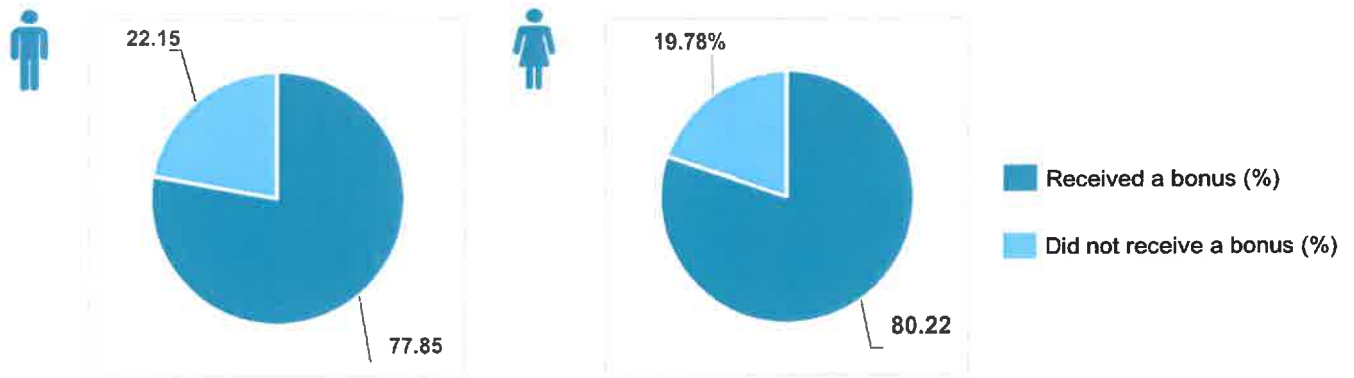
Hourly Rate of Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly rate of pay	12.25%	7.40%
Bonus paid	33.92%	10.71%

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 2021). 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 2021 i.e. for the 2020 performance year. We believe that the median figures provide a more meaningful representation of our gender pay gap as they better reflect the vast majority of the workforce by mitigating the effect on the pay gap of the group of highly paid senior executives which inevitably distorts the mean figures. Nonetheless, we are pleased that our mean gender pay gap decreased by over 2% compared to last year's report.



Proportion of colleagues awarded a bonus for 2020



After making the commercial decision to freeze bonus payments for the 2019 performance year due to COVID-19 related pressures (apart from one bonus paid to a senior employee), we were delighted to be able to resume our bonus scheme and make bonus payments to 715 employees for the 2020 performance year.

Comparing the data to our 2019 Gender Pay Gap Report (as this data is incomparable to 2020) 20% more male employees and nearly 22% more female employees were paid a bonus for their 2020 performance year. There is a 2.37% difference between the number of men and women being paid a bonus for their performance in 2020, with a **higher** percentage of female employees receiving a bonus (which continues the trend seen in previous bonus years).

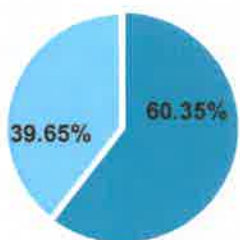
There has been an increase generally within the business of the number of permanent male and female employees eligible for bonus payments.

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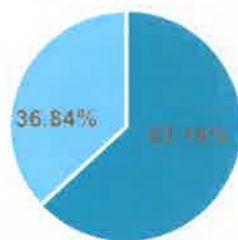
Pay Quartiles



Lowest



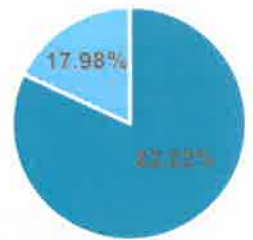
Lower Middle



Upper Middle



Upper



The above image illustrates the gender distribution at R&R Ice Cream UK Limited across four equally sized quartiles, each containing just under 230 colleagues. This is a very similar trend to last year.



Reflecting back

The results indicate slight movements in the pay gap when compared against the previous year. The Lower Middle pay quartile has seen the biggest movement compared to our last

report with 3.17% more female employees. The Lowest Quartile includes over 1.5% less female employees, whilst the Upper Middle Quartile has seen an almost 1% increase in the number of female employees. The Upper Quartile maintained a consistent proportion of female and male employees with only a 0.06% difference in the number of female employees. We are confident that had a number of high earning female employees not been on maternity leave (and exempt from inclusion in these calculations), we would have seen further increases within those quartiles.

This year, and a result of our commitment to reduce any gender pay gap, we will see further increases in the percentage of female employees in the Upper Middle and Upper quartile due to completed recruitment campaigns and successful internal promotions with several women being successful candidates.

We were delighted to grow by over 120 members of staff in this reporting period. This is as a result of increased demand and production levels and, therefore, an increased requirement for more production lines operating over more hours during the working week.

We continue to be proud of our family friendly approach and focus on accommodating a wide variety of flexible working arrangements.

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

We recognise the benefit of a diverse workforce. However, typical to the manufacturing industry and the nature of our business, we have a predominantly male workforce (nearly 70%) and, therefore, our figures reveal a consistently high distribution of male employees across all four quartiles.

We have continued our drive to adopt and promote family friendly working arrangements and we continue to support a post pandemic shift to flexible working patterns and home working whenever work allows, with further support of our continuing strategy to support working families. We recognise that this is critical to increasing the attraction of our business to women and further reducing the gender pay gap.

Looking ahead

This year, and a result of our commitment to reduce any gender pay gap, we will see further increases in the percentage of female employees in the Upper Middle and Upper quartile due to completed recruitment campaigns and successful internal promotions with several women being successful candidates.

R&R Ice Cream UK Limited continues to be committed to fairness and equality to all of its workforce and we are confident that men and women are paid equally for doing work of the same or equal value across our business, and 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

Title: Head of UK & Ireland

Signature: 

Date: 7/3/22



