

OUR 2022 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.

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 reacting to the contents of this report and reducing any gap in the future.

Is gender pay the same as equal pay?

No. A gender pay gap **does not** equate to an equal pay issue. Gender pay gaps are related to demographic imbalance in a workplace. Equal pay is very different. It 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.

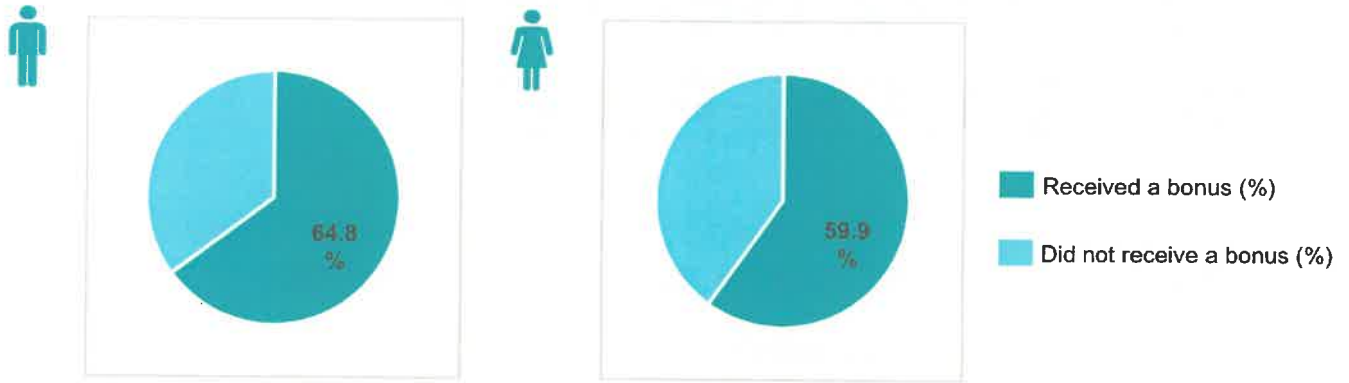
Hourly Rate of Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly rate of pay	11.7%	7.3%
Bonus paid	31.8%	11.6%

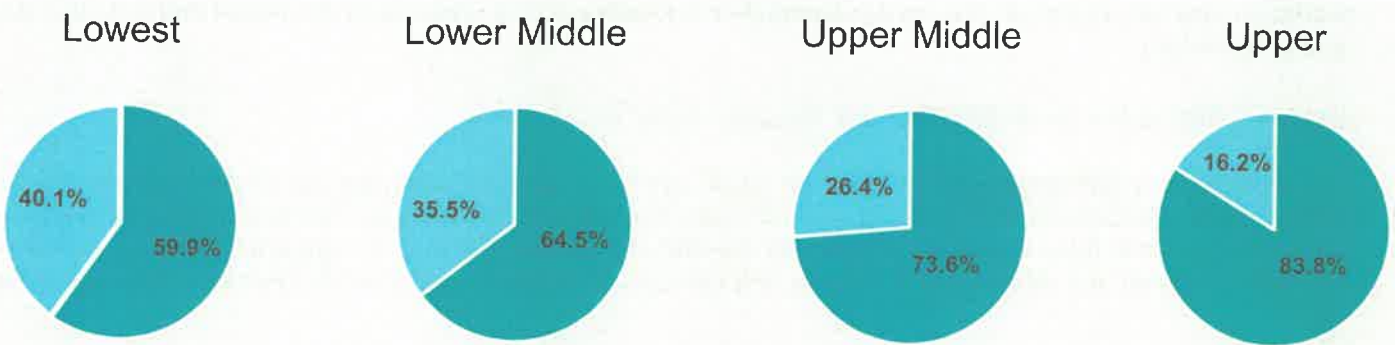
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2022). It also captures the mean and median difference between bonuses paid to male and female employees of R&R Ice Cream UK Limited in the year up to 5 April 2022 i.e. for the 2021 performance year.



Proportion of colleagues awarded a bonus for 2021



Pay Quartiles



The above image illustrates the gender distribution at R&R Ice Cream UK Limited across four equally sized quartiles, each containing 197 colleagues.

Explaining our statistics

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

During this period, we made significant strides in uplifting both male and female pay in our Lower pay quartiles to ensure staff retention and maintain a level of remuneration ahead of inflation.

Some roles such as Engineering are heavily male dominated, and we need to increase female representation in areas such as this. We know that this uneven representation contributes towards our gender pay gaps.

A further cause of our gaps is seniority. We need to get more women into more senior positions. Although we have good female representation in our Senior Manager roles (50% of these are held by women), just 18.8% of Manager roles and 25% of Director level roles are held by women.

What we are doing

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 have a target to increase the proportion of women in our management team to 40% by 2026. This is a challenging target – currently just 26% of managers are women – but one we will work hard to meet. We'll be taking a range of measures to do this. We already ensure that all new manager roles are advertised as being available on a flexible and remote basis wherever possible. We currently have 50 managers working on a flexible arrangement.

We support women's career aspirations and help them to continue moving forward. Offering mentorship opportunities has been extremely beneficial, allowing female employees to learn from more experienced leaders and build up their own self-confidence. In the past year, we have promoted five women to more senior management roles.

We are investing in the development of women through providing training. We have developed a new manager skills course and also provide management apprenticeships to provide a structured way to help our female talent to progress.

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.

We have measures in place to encourage more women to build successful careers, with us, by creating a sense of belonging with clearer routes to leadership roles, boosting employer branding and enhancing the working environment.

I confirm the data reported is accurate and has been calculated in accordance with relevant legislation.

Name: Mike Fraine

Signature:



Title: Head of UK & Ireland

Date:

20/3/23

