



Mission Food UK UK Gender Pay Gap Report 2021/22

Mission Foods UK Limited is a leading manufacturer of wraps, pittas, nans, kits and Tortilla Chips with over 600 UK employees. Having a workforce that is diverse and inclusive is essential for a modern, sustainable and successful business. We believe that to be best in class and totally consumer focused, we need a balance of genders so that we can benefit from a diversity of leadership styles, thoughts and teamwork.

We live and breathe our Mission Values of Commitment, Perseverance, Effort and Significance.

“ It is our **COMMITMENT** to building lasting relationships that supports the well-being of our workforce. Through **PERSEVERANCE** we can overcome challenges and continuously adapt and improve. We believe that the **EFFORT** of our teams will deliver results to be proud of and that our actions have real **SIGNIFICANCE** in providing a better future for us all. ”

OUR JOURNEY, OUR MISSION

The power of our diversity is crucial in ensuring these values remain deeply rooted and in making Mission Foods a great place to work.





Gender Pay Gap

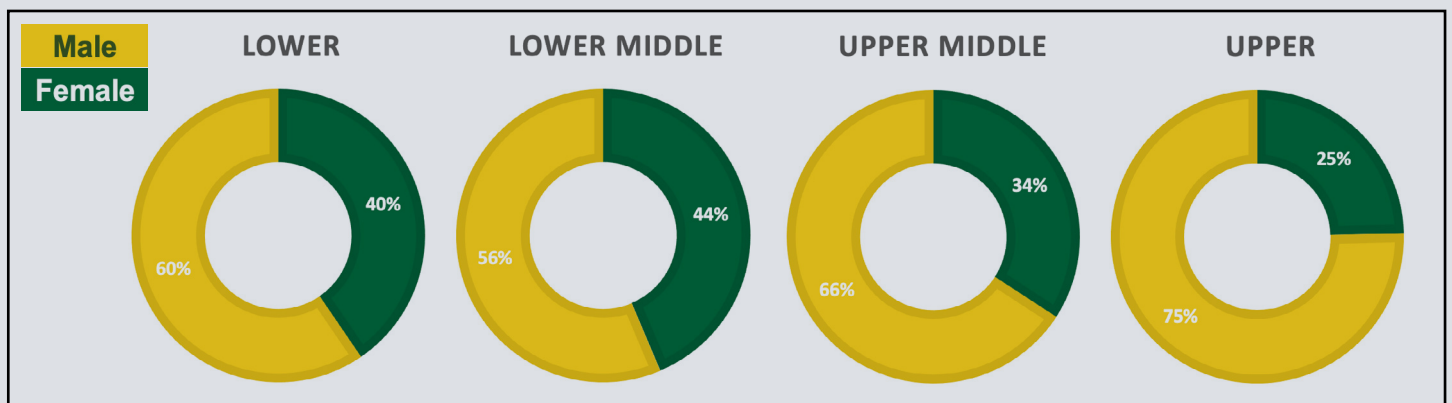
This report summarises our Gender Pay Gap which is the difference in average earnings between men and women across all roles. When viewing our gender pay gap analysis which was generated using data from 3rd March 2022, it is important to recognise the Company does not pay men and women different rates of pay for doing the same or equal jobs. We have a clear pay structure that is based solely on skills and capability.

Mission Foods have taken positive steps to address the gap, which has reflected in increases in our lower middle, upper middle and upper quartile's last year and this is all down to the work completed internally to achieve a reduction in the gap.

The changes in the lower quartile has been in relation to a number of colleagues leaving the business. Whilst other changes (internal and external) have been as a result of natural turnover, which is common in our industry, we are working hard to address the gap at all levels to unlock more opportunities for women across the business.

Pay Quartiles by Gender

	Lower	Lower Middle	Upper Middle	Upper
Female	40.5%	43.7%	34.2%	24.6%
Male	59.5%	56.3%	65.8%	75.4%





As of the snapshot date (03/03/2022), the table below shows our overall mean and median gender pay gap based on hourly rates of pay. The percentage shown is the difference in overall mean and median pay and bonus between men and women:

Mean Pay Gap	Median Pay Gap
11%	6%

Across the two Mission Foods manufacturing plants in the UK our mean gender pay gap is 11%.

Our overall efforts in the UK will continue with the work we have started. We aim to promote diversity and embed a culture of gender equality across our business. We continue to be specifically focused on this area to ensure that women are not only treated fairly, but that they are also given the opportunity and encouragement to progress into senior roles. An example of this is that within the Senior Leadership team, who run the UK business as a committee, there are a total of 5 women out of a team of 8.

We have identified the following areas to focus on and will work on these areas over the next 12 months:

- Monitor diversity performance for regular reporting at our Monthly Leadership Meetings ensuring gender representation on decision making
- Focus on gender diversity in our leadership development programmes ensuring we have strategies to equip staff to progress regardless of gender
- Ensure our performance evaluation processes are free from gender bias through calibration of the annual reward review.
- Focus on gender diversity when hiring into our apprenticeship programmes.
- Review succession planning with a gendered view to identify any barriers to female advancement and ensure they are removed.
- Review of flexible working policies where possible.
- Roles are advertised internally to widen pool of candidates
- Ensure diverse panels are responsible for recruiting decisions. We are working hard to ensure we offer an inclusive workplace, playing our part in offering choices that support people to have a fulfilling career at all stages of life. We already have great male and female role models in our business.



Our Commitment

We are committed to being an inclusive business – which is why we will continue to actively drive our diversity and inclusion strategy, guided by our values that are underpinned by respect. We are confident that achieving a change in our gender balance is the right place to start to reduce our gender pay gaps. We will also continue to consider all our practices to ensure we best reflect the general population and build a truly inclusive culture.

Declaration

I hereby confirm that the information provided in this report to be accurate and the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

If you have any additional questions with regards to the above, or would like further information, please contact the HR Department.

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