

GENDER PAY GAP REPORT

SALISBURY POULTRY (MIDLANDS) LIMITED

DATED

5TH APRIL 2025



WELCOME TO OUR GENDER PAY REPORT

Salisbury Poultry (Midlands) Ltd has gone from strength to strength with continued growth and sales exceeding £218m in 2024.

This could not have been achieved without the support and hard work of our dedicated staff. We value the contributions of both men and women to our business. We encourage all our staff to pursue opportunities of career progression within the business regardless of gender and will continue to do so.

Our remuneration levels are based on the individual roles and rates are set for each role. Men and women are paid equally for equivalent jobs. Our hourly rates do not take account of gender, age, or length of service.

For 2024, we have calculated the gender pay gap to be 1.5% (mean) and median of 1.8%. In comparison to 2023, there has been a significant improvement which we will continue to close the gap.

Our Lower and Lower Middle quartile shows an increase in woman who are getting a higher rate for their skilled work compared to 2023. The food manufacturing sector lower quartile has historically been dominated by men, and this is reflected in our overall pay figures for this quartile.

We have worked hard to ensure consistency and transparency based on role performance. This is evident in the report gender pay gap and the figures reflect this when compared to 2023. When comparing to industry standards our gender pay gap is at the lower end.

We are committed to continuing our progress by monitoring and reviewing our gender representation at all levels over the next few years. By focusing on areas such as attraction and retention of the next generation of professionals and the finest food skills to the business, irrespective of their background.

We are an equal opportunities employer and recognise that our people are at the heart of what we do and how we operate. The gender pay gap compares both average and median earnings of both men and women as of April 2024.



GENDER PAY COMPARISON

DISTRIBUTION OF STAFF BY GENDER	2023			2024		
		MALE	586	65.8%	MALE	573
	FEMALE	304	34.2%	FEMALE	318	35.7%
TOTAL RELEVANT EMPLOYEES		890	100%		891	100%
MEAN GENDER PAY GAP	MALE	FEMALE	DIFFERENCE %	MALE	FEMALE	DIFFERENCE %
MEAN	£12.09	£11.74	2.9%	£11.77	£11.59	1.5%
MEDIAN GENDER PAY GAP	MALE	FEMALE	DIFFERENCE %	MALE	FEMALE	DIFFERENCE %
MEDIAN	£10.70	£10.97	-2.5%	£11.00	£10.80	1.8%
MEAN BONUS GENDER PAY GAP	MALE	FEMALE	DIFFERENCE %	MALE	FEMALE	DIFFERENCE %
MEAN BONUS	£0.00	£0.00	0%	£0.00	£0.00	0%
MEDIAN BONUS GENDER PAY GAP	MALE	FEMALE	DIFFERENCE %	MALE	FEMALE	DIFFERENCE %
MEDIAN BONUS	£0.00	£0.00	0%	£0.00	£0.00	0%
PROPORTION OF MALES & FEMALES RECEIVING A BONUS	MALE	FEMALE	DIFFERENCE %	MALE	FEMALE	DIFFERENCE %
PROPORTION	0%	0%	0%	£0.00	£0.00	0%



PROPORTION OF MALES & FEMALES IN EACH QUARTILE PAY BAND	MALE	FEMALE	DIFFERENCE %	MALE	FEMALE	DIFFERENCE %
LOWER QUARTILE	71.2%	28.8%	59.5%	64.4%	35.6%	44.8%
LOWER MIDDLE QUARTILE	66.2%	33.8%	49%	61.0%	39.0%	36.0%
UPPER MIDDLE QUARTILE	63.7%	36.3%	43%	65.0%	35.0%	46.2%
UPPER QUARTILE	62.3%	37.7%	39.6%	66.8%	33.2%	50.3%