

GENDER PAY GAP REPORT

SALISBURY POULTRY (MIDLANDS) LIMITED

DATED

5TH APRIL 2026



WELCOME TO OUR GENDER PAY REPORT

Salisbury Poultry (Midlands) Ltd has gone from strength to strength with continued growth and sales exceeding £248m in 2025.

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 2025, our mean gender pay gap 4.5%, and median gender pay is 0.3%.

While the mean gap has increased compared to 2024 (1.5%), the median gap has reduced significantly from 1.8% to 0.3%. The median figure, which reflects the middle point of earnings, show that male and female hourly pay rates are closely aligned across the organisation.

The increase in the mean gap is influenced by the distribution of males and females across pay quartiles, particularly within the Upper Quartile, where males representation remains higher. As a food processing business, certain operational and technical roles have historically attracted a higher proportion of male employees, which impacts the overall mean calculation.

Encouragingly, overall female representation has increased from 35.7% in 2024 to 41.1% in 2025. There has been a positive movement in the Lower Middle and Upper Middle quartiles, demonstrating improved gender balance across a number of pay bands.

We remain committed to ensuring pay is based on role and responsibility, and to supporting equal opportunities for progression across all areas of the business. We will continue to focus on recruitment, development and workforce balance to further reduce the gender pay gap overtime.

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 2025.



GENDER PAY COMPARISON

1. Workforce Profile

As at the snapshot date, our workforce comprised 928 relevant employees.

Year	Total Employees	Male	Female
2024	891	64.3%	35.7%
2025	928	58.9%	41.1%

2. Gender Pay Gap Results (2025)

Hourly Pay

Measure	Male	Female	Gender Pay Gap
Mean Hourly Pay	£13.16	£12.57	4.5%
Median Hourly Pay	£12.15	£12.12	0.3%

In 2024, the mean gap was 1.5% and the median gap was 1.8%.

Bonus Pay

No bonuses were paid during the reporting period.

Measure	Male	Female	Gap
Mean Bonus	£0.00	£0.00	0%
Median Bonus	£0.00	£0.00	0%
Proportion Receiving Bonus	0%	0%	0%

3. Pay Quartile Distribution (2025)

Pay Quartile	Male	Female
Lower	62.9%	37.1%
Lower Middle	54.3%	45.7%
Upper Middle	55.2%	44.8%
Upper	63.4%	36.6%