



Gender Pay Gap Report 2022 – 2023

Gender Pay Gap

Beckett's Foods Ltd supplies bacon and gammon to the UK foodservice & retail markets.

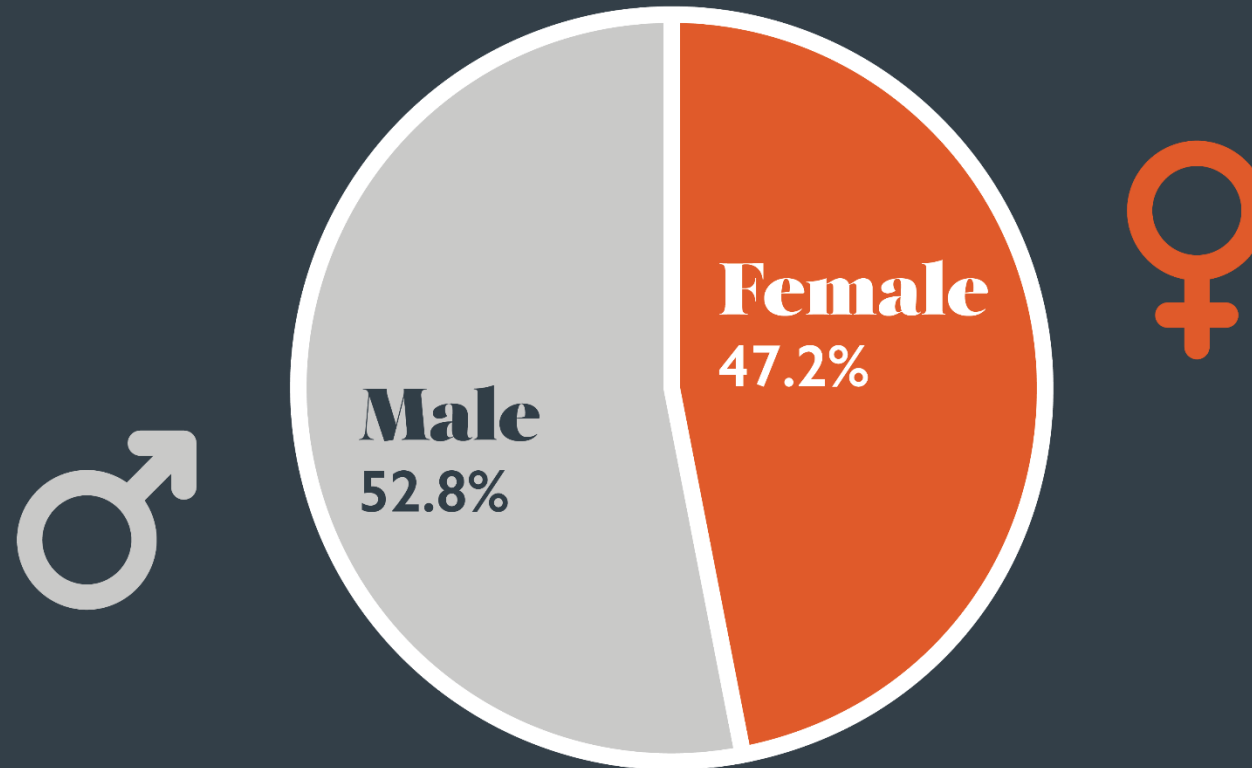
On 5th April 2022 we employed 445 staff over two factories. We are committed to promoting equality for all and we have a diverse workforce which is vital to our success.

All UK businesses with over 250 employees are now required, by law, to share details of their Gender Pay Gap.

It's important to note that the Gender Pay Gap is not the same as Equal Pay. We are confident that all our staff performing the same job receive equal pay.

Our Findings

At the snapshot date (05/04/2022), we had 445 relevant employees.

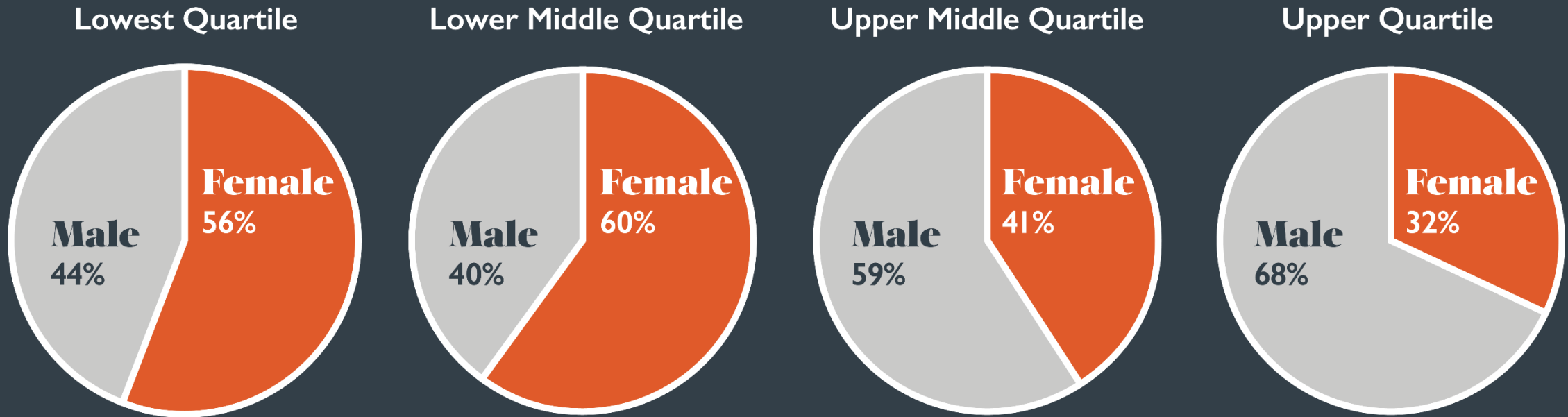


The above data shows very little change on last year.

The data from last year was Male – 53.1% and Female – 46.9%

Pay Quartiles

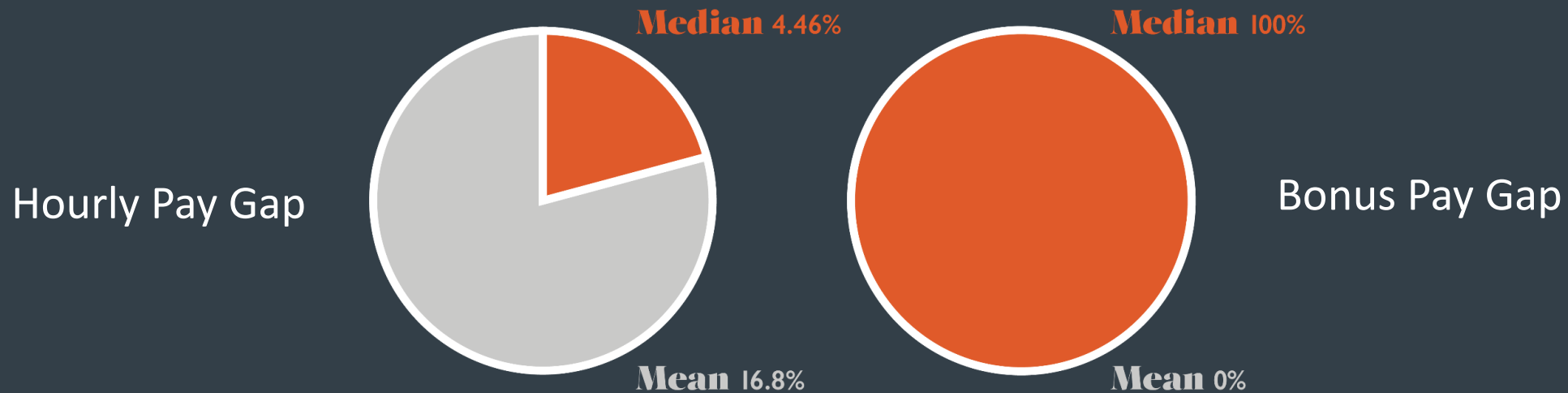
We have seen an increase in females in the upper quartile but we are constantly looking to recruit a balanced workforce where possible.



These graphs show the workforce divided into four equal-sized groups based on hourly pay rates. The lowest quartile is the lowest paid 25% of employees and the upper quartile is the highest paid 25%.

Pay & Bonus Gap

Analysis of our data shows our pay gap does not arise from women and men doing the same job and being paid differently but is due to less women being employed in senior positions. We are continuing to work on this.



This is the difference between the average hourly pay and bonus pay by gender. It is reposted as a mean average and a median (mid-point) figure. A Gender Pay Gap exists in most UK organisations.

Next Steps

Site growth has continued to see an overall increase of permanent headcount. However, in the past year we have seen an increase in women being employed and has grown from 46.9% last year to 47.2%.

We are working on improving the percentage of females in the upper and middle upper quartiles. Due to a change in pay structure we have seen a slight improvement in the median moving slight down compared to 2021 – 2022.

We continue to support our colleagues through increased training and development and these will support our move back towards a more balanced male, female split and provide opportunities for women to move into more senior positions.