



## **Gender Pay Gap Report 2023-2024**

# Gender Pay Gap

When it comes to raw bacon and gammon, we've got it covered. Direct Table Foods currently supplies products to all areas of the UK retail, foodservice and wholesale market.

We employ over 500 staff and are committed to promoting equality for all. We have a diverse workforce which is vital to our success.

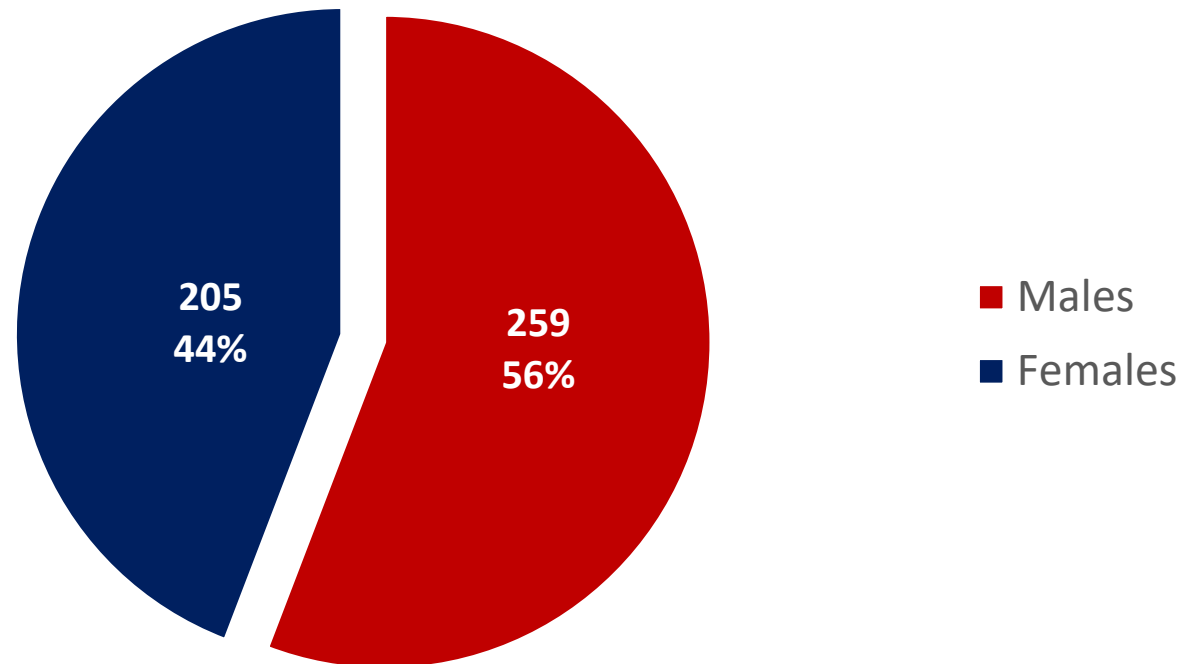
All UK business with over 250 employees are now required , by law, to share details of their Gender Pay Gap.

It's important to know 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.



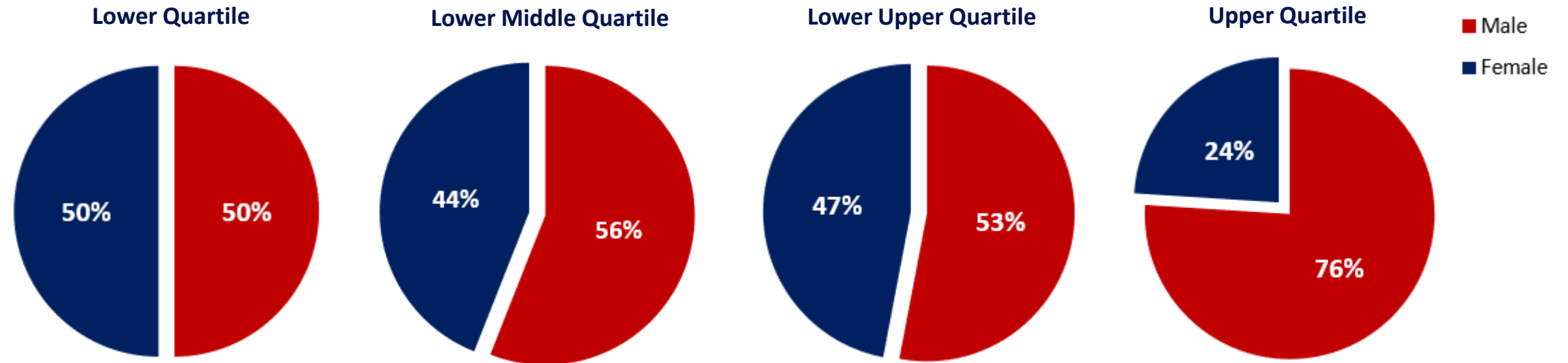
# Our Findings

At the snapshot date (23/01/2024), we had 464 “Full Time relevant Employees”



# Pay Quartiles

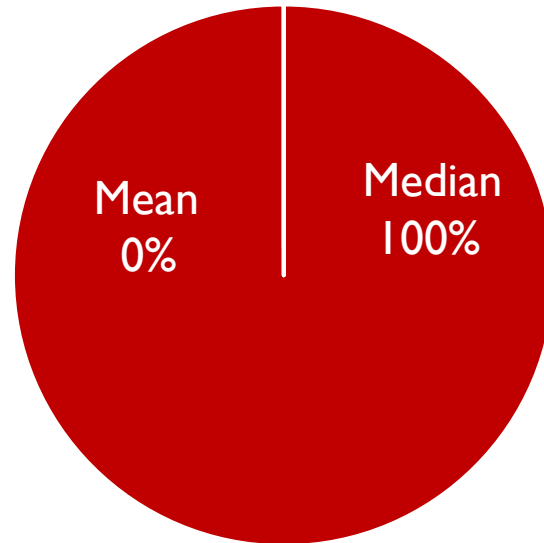
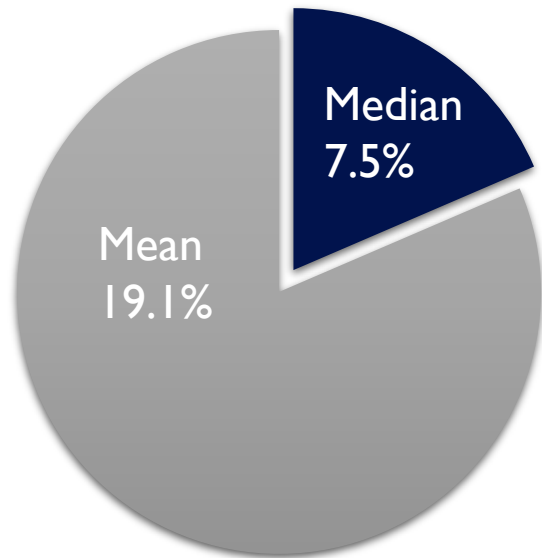
Although we have seen a slight increase in males in the upper middle quartile, still the workforce stays balanced.



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.



Proportion of men and women receiving a bonus payment

0% of men  
0% of women

This is the difference between the average hourly pay & bonus pay by gender.

It is reposted as a mean average and a median (mid-point) figure.

A Gender Pay Gap exists in the most UK organisations.



# Next Steps

The site has seen an overall increase in permanent headcount by 19% in the last year. Although we have seen the percentage of females slightly decrease 86 women joined the business in 2023.

We have seen a higher proportion of men enter Q3 roles. Q1, Q2 and Q3 quartiles remain balanced with nearly equal men and women.

We continue to provide leadership and development programs. These will provide opportunities for women to move into more senior positions.