



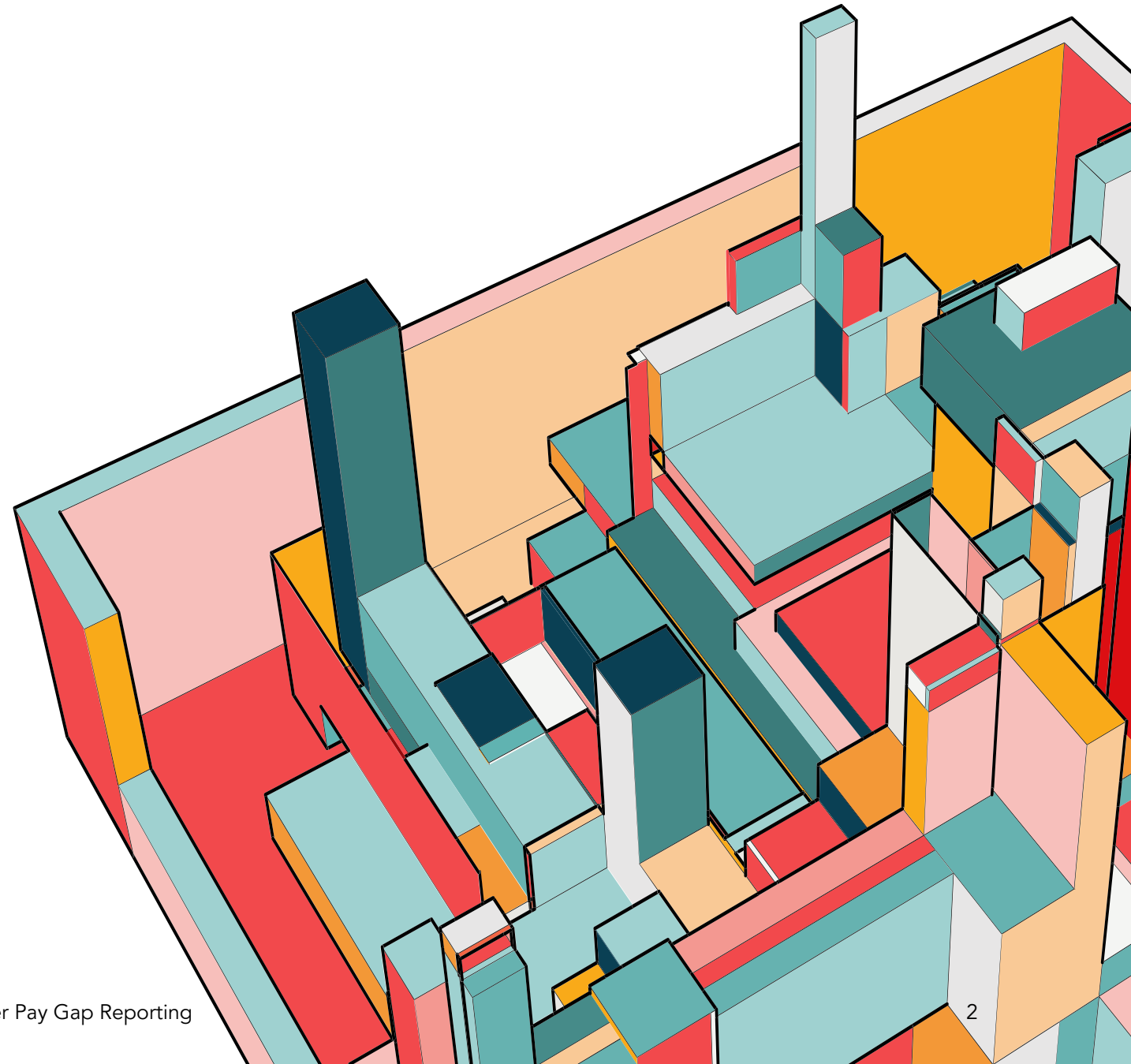
Gender Pay Gap Reporting  
2023

# WHAT IS IT ABOUT?

At Shire Foods we understand that our people are pivotal to the success of our business. It is therefore imperative that we recognise and value the benefits that come from our diverse workforce. Ensuring we create a workplace culture that attracts, retains and develops a diverse team.

The Gender Pay Gap demonstrates the differences in the average pay between men and women. This is different to equal pay, which requires men and women, who carry out the same or similar roles, or work of equal value, are paid the same.

We will always strive to address both positively.



# PAY GAP OVERVIEW

## Pay and Bonus Gap

Table 1 & 2 demonstrate the Mean and Median gender pay and bonus based on a snapshot date of 05 April 2023 (hourly pay) and bonus paid in the 12 months before. The Mean is the average, the Median is the middle value. The tables show the gender pay gap in hourly and bonus pay as a percentage of men's pay.

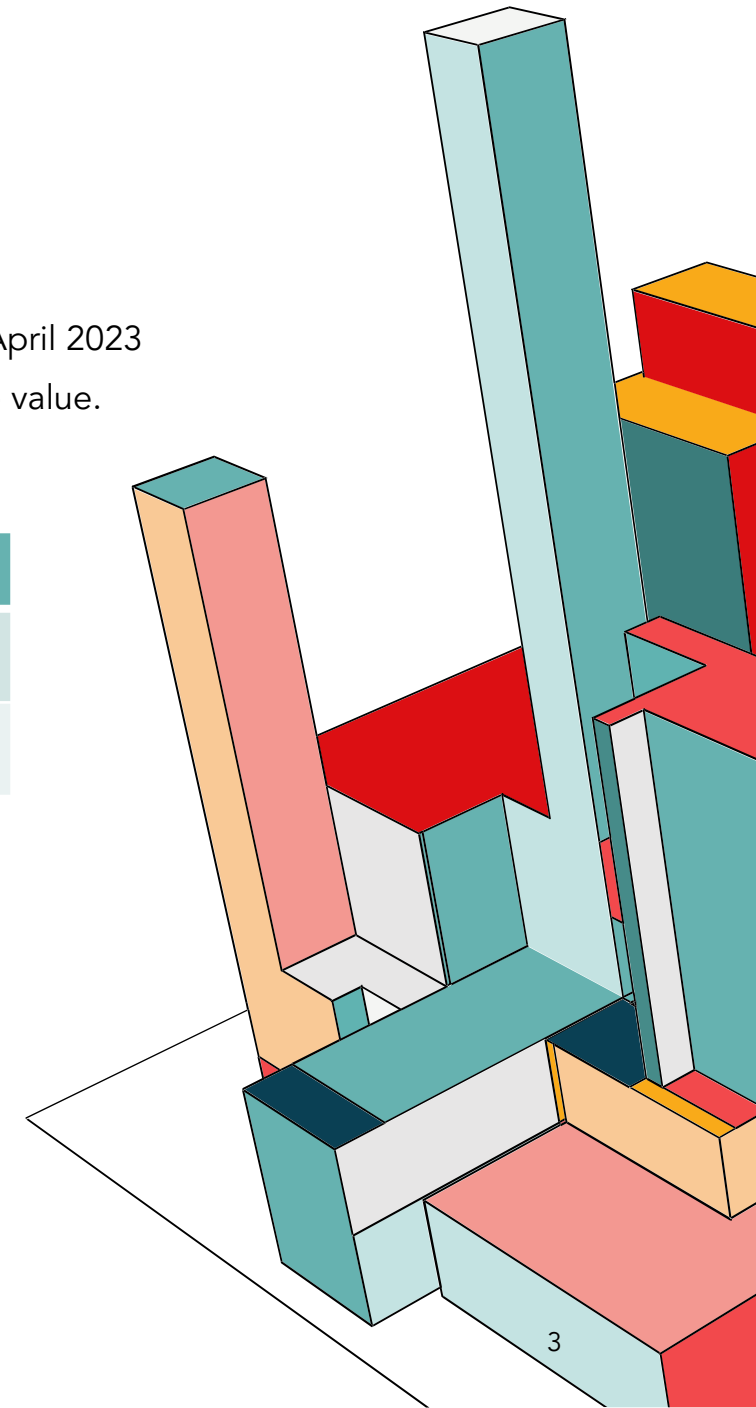
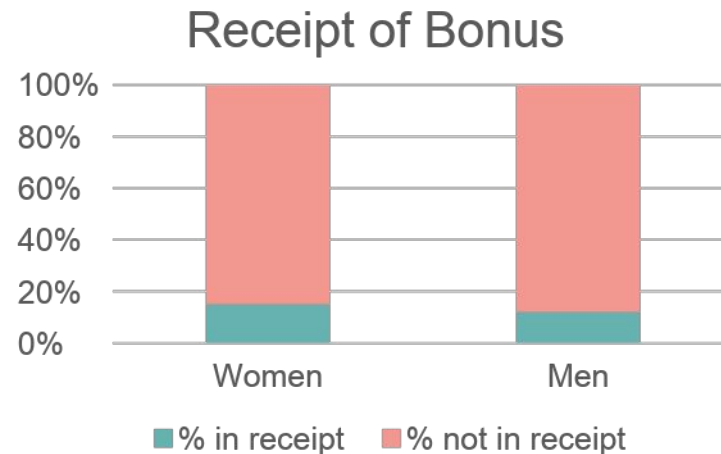
Table 1 - Mean	
Hourly pay gap	9%
Bonus gap	37%

Table 2 - Median	
Hourly pay gap	0%
Bonus gap	50%

## Bonus

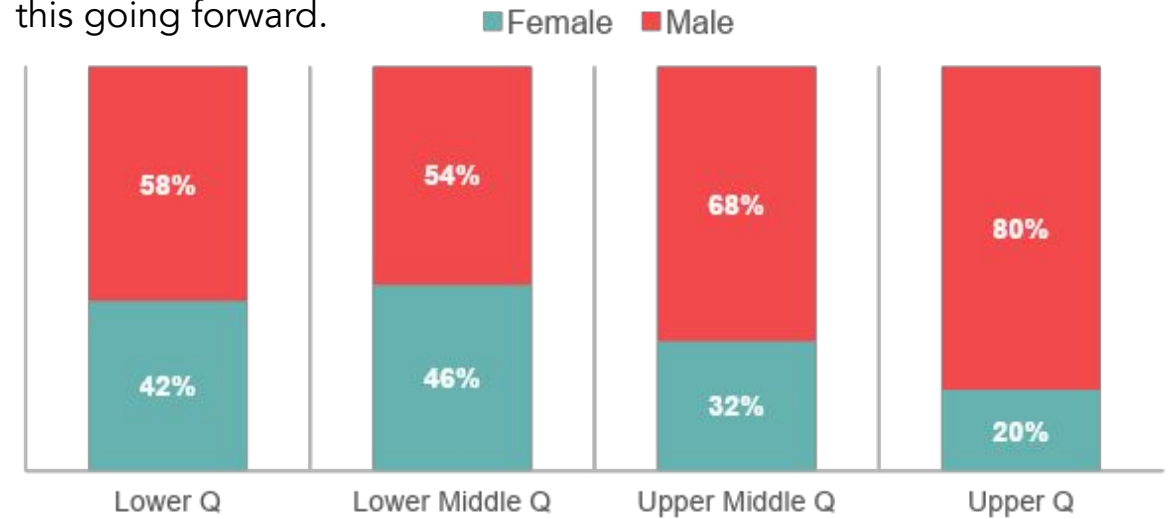
This chart shows the percentage of women and the percentage of men that received a bonus in the 12 months before the snapshot date.

It is important to note this is the percentage of all women and all men, although not all roles are eligible to receive a bonus.



# PAY QUARTILES

The below chart shows pay across four equal pay quartiles, from the lowest 25% of earners to the highest 25%. As our first report, there is no historic data to compare against, so we will continue to review this going forward.



## CLOSING THE GAP

Currently we can see that the lower two quartiles are quite evenly split between men and women, but our aim will be to grow a more even split across the upper two quartiles as well by identifying any barriers that may impact females entering the upper quartiles.

# STATEMENT

## Message from the CEO

“As our business has grown so too have our staff numbers. This is, therefore, the first year for which we have to report on our Gender Pay Gap. I am extremely proud of the growth we have achieved and the fact we have now hit the threshold to report on gender pay is testament to the hard work of everyone within the company.

There may be opportunities to reduce our gender pay gap over time, particularly in the upper middle and upper quartile pay bands. We will continue to prioritise skills and aptitudes for roles when making recruitment and promotion decisions whilst ensuring every person within the business has equal opportunities to progress. As a company, 35% of our staff are female and I’m pleased that in our senior management team alone, excluding myself, we have 40% of staff who are female. We are, of course, committed to employing the best people and helping them achieve their potential, irrespective of whether they are male or female, but shall continue to ensure there are no barriers preventing females from achieving their goals of progression within the business.

I confirm that the data published in this report is accurate.”



Michael Tzirki

**THANK YOU**

