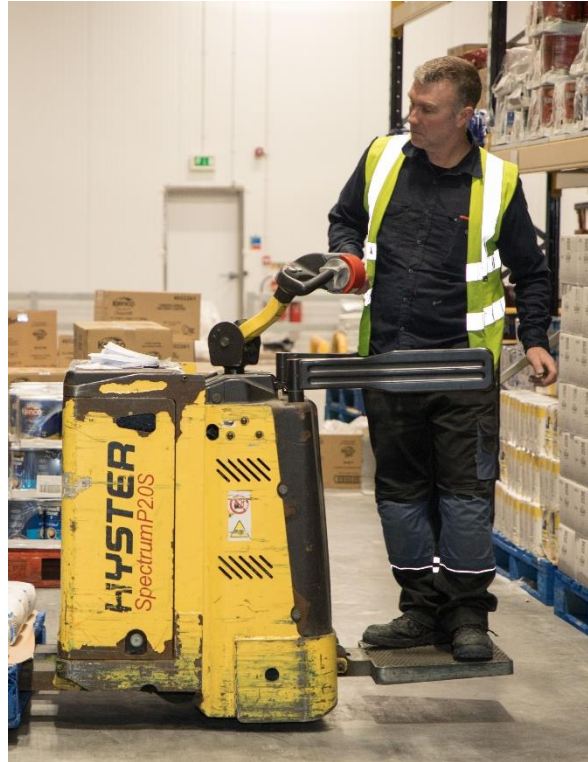


Castell Howell Foods

Gender Pay Gap Report



December 2017



Castell Howell Foods Ltd is committed to ensuring equal opportunities within its workforce. We believe that everyone should be awarded fairly for their work and have the same access to all opportunities, regardless of gender.

The Trade Union Congress (TUC) states that the overall gender pay gap in the UK is $\frac{1}{3}$ higher than the EU average with the UK figure, based on median hourly earnings (excluding overtime) for full-time workers currently standing at 12.2%. The current gender pay gap for full-time workers based on mean is 16.4%. The gender pay gap for all employees (full and part-time) is 22% median and 20.2% mean.

In order to address these gaps, from April 2017, all employers with 250 or more employees are legally obliged to report publicly on five key metrics about their gender pay gap and gender bonus gap using data inputs and calculations set out in the Regulations. These key metrics are: -

- The Mean gender pay gap;
- The Median gender pay gap;
- The mean bonus gender pay gap;
- The proportion of males and females receiving a bonus payment;
- The number of males and females in each quartile band.

So that Castell Howell can meet the requirements of these regulations, we have identified the differences in pay between male and female colleagues across the workforce regardless of job role. The following calculations cover the period from April 2016 to April 2017.

Our pay gap results

Mean pay gap



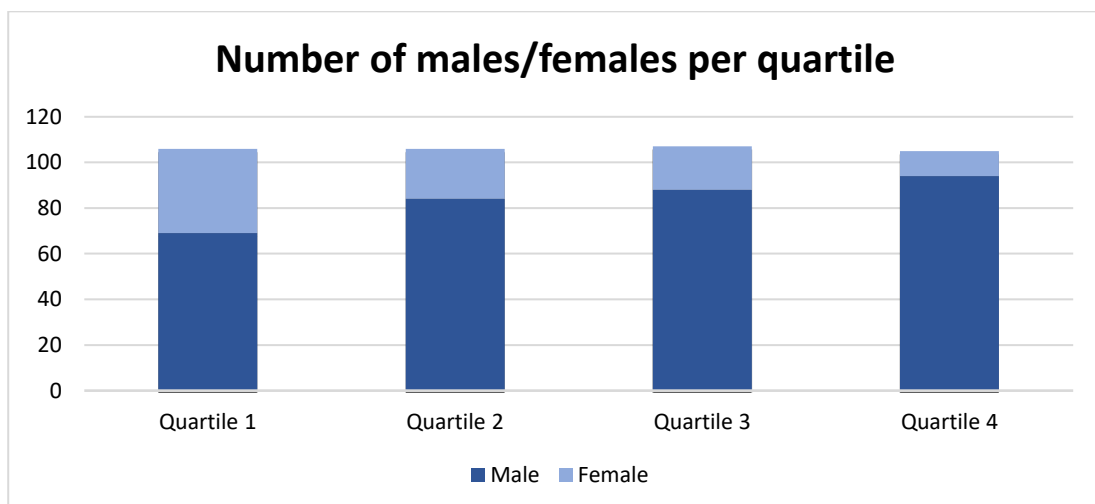
Median pay gap



Our mean and median gender pay gap figures both illustrate a negative result, meaning that female mean and median pay is higher than that of our male workers.

Whilst we have female employees working in blue collar roles such as Warehouse Operatives and Multi-Drop Delivery Drivers, 95% of the roles within these departments are filled by male employees, whereas 55% of white collar roles are filled by women. This is illustrated in the chart below which places all Castell Howell employees in order of lowest to highest paid and then divides all employees in to four equal groups, or quartiles.

Pay Quartiles



This shows that whilst there are more men than women in each quartile, the number of females increase through each quartile, with 67% of all female employees sitting within the upper two quartiles.

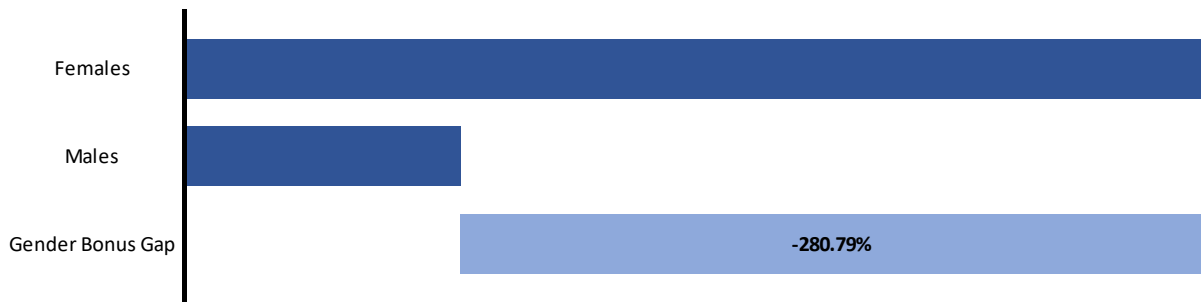
Bonus Pay

Overall the percentage of the workforce who received a bonus in the 2016/2017 financial year stood at 62% out of 69% of the eligible workforce. 72% of all female employees earned a bonus in 2016/2017 and 60% of all males.

Mean



Median



The mean and median bonus pay gaps are showing a negative result, which means that on average, female employees receive a bonus that is 31% higher than that of the males. This is because the positions that attract the lowest bonus figures are generally those associated with distribution and warehousing, 96% of which are filled by male employees. 43% of all female employees who received a bonus in 2016-2017 are in the upper quartile when all employees are placed in to quartiles according to the bonus they have received.

The results of the Gender Pay Gap analysis for Castell Howell Foods are encouraging and serve to confirm our commitment to equal opportunities and pay within the workforce. We will continue to recognise our employees' work performance and commitment and support their career progression according to their attributes, whatever their gender.