

THE  
NATION'S  
FAVOURITE  
CEREAL<sup>+</sup>

24

Weetabix<sup>®</sup>



A 2-biscuit serving contains

Energy	Fat	Saturates	Sugars	Salt
574kJ 136kcal	0.8g	0.2g	1.6g	0.10g
7%	1%	1%	2%	2%

of an adult's Reference Intake  
Typical values per 100g: 1531kJ / 362kcal



SERVING SUGGESTION



WEETABIX FOOD COMPANY

**2021** Gender Pay Report



## WELCOME TO OUR 2021 GENDER PAY REPORT

At Weetabix Food Company our purpose is to build better days through better breakfasts. As well as standing for good food you can trust, we are proud to offer a great place to do great work.

Being responsible, even when no one's looking, is a fundamental part of the Weetabix culture, and we're working more holistically to ensure women thrive at Weetabix as part of our wider inclusion programme. We are therefore pleased to announce that our median pay gap has reduced from 4.41 to 3.44 percent in the last year, compared to the UK average of 15.4% in 2021.\*

We believe that a company is only as good as the people within it, and that creating a fair, empowering and inclusive environment is of the upmost importance and I am incredibly proud to lead a brilliant, diverse workforce.

The leadership team at Weetabix all recognise the importance of inclusion in realising the business' strategic commitment to 'brilliant people', believing people do their best work when they can be themselves. Every Executive Leadership Team member now has a personal objective linked to this very

matter and we believe having that kind of endorsement right from the top of the business is an excellent starting point for a programme that can actually make a difference.

Safety of our people, our food and our environment continues to be our top priority and we're extremely grateful for our extraordinary employees who have continued to work tirelessly to bring the nation's favourite cereal to breakfast tables across the UK.

We're delighted to be celebrating our 90th birthday in 2022, yet we're still on our journey of continuous improvement across our business practices. In the past 12 months, we've strengthened our flexible working policies and I remain committed to continuing to strengthen our inclusive and diverse team of brilliant people at Weetabix who make the difference through our culture of Inclusion without Exception.

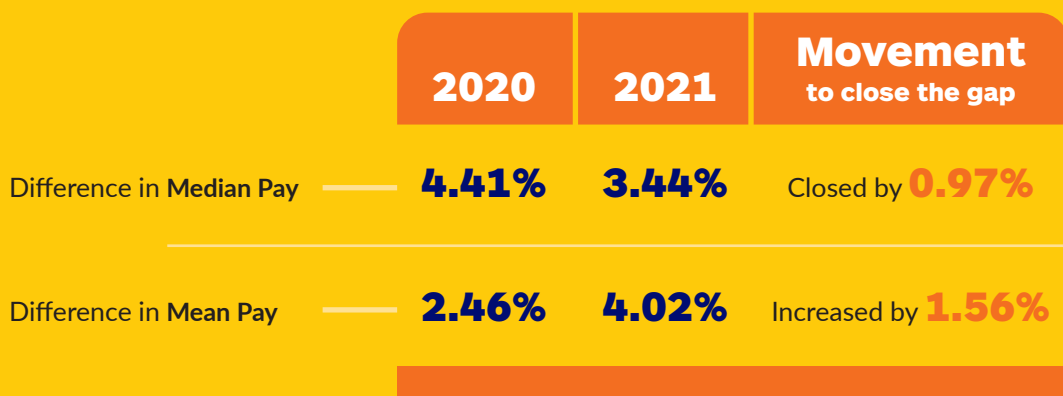
**Sally Abbott**

Managing Director,  
Weetabix UK and Ireland

\*Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

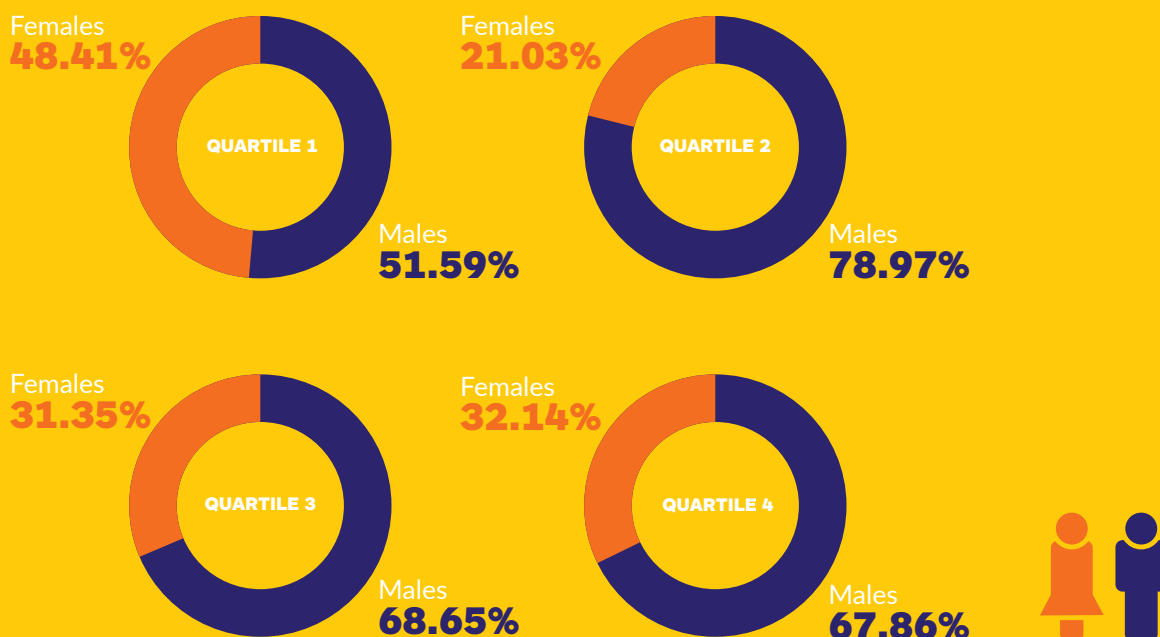


# OUR GENDER PAY STATISTICS



## QUARTILE RANGES

(percentage of gender according to salary brackets)





## INCLUSION WITHOUT EXCEPTION

In the last year our inclusion work has centred around communication – ensuring that we’re understanding the needs of our people, as well as supporting with resources and giving them a platform from which to speak.

We expanded the impact of our forum, Inclusion without Exception, which was set up two years ago to create a safe space for individuals to raise concerns, celebrate successes, educate team members and develop our culture further.

Inclusion and diversity is a programme of work that needs meaningful ongoing consideration, time, and resource allocation. It’s important that our work never stands still, and we run regular employee surveys looking at our colleagues’ perception of working at Weetabix – this allows us to clearly monitor our progress and feeds into our spirit of continuous improvement.

We’ve been encouraged by the results of our third annual survey with positive results in most metrics, notably, more than two thirds of our colleagues agree that Weetabix is an inclusive workplace.

Gender equality is and will continue to be a key focus for us. We’ve introduced several policies to create generous parental leave, flexible working, and learning and development that is designed to equip people upon return to work, and ultimately benefits us all.





## OUR ACTIVITY

We continue to develop a place of work where everyone can thrive and be their best selves. Our flexible arrangements were strengthened during the pandemic and work-life balance for all will remain a key focus – that's why we've adopted a 'test and learn' approach to reopening our office over the last year, ensuring a system that was fair and still provided the additional flexibility we've all become accustomed to.

Our recruitment practices have been reviewed, so that we're doing all we can to attract diverse talent from the outset. We've also updated our job descriptions to be gender neutral.

As part of our ongoing 'Breakfast with...' sessions we offer a programme of 'Inclusion Stories' that focus on promoting, protecting and raising awareness of mental wellbeing. Recent topics have included challenges facing the neurodiverse, and the realities of going through the menopause. It's vital we are addressing these subjects head on, and that our colleagues know they have a safe space to communicate their own stories.

We're proud to be a major sponsor of Diversity & Inclusion in Grocery, a programme from GroceryAid dedicated to making our industry a progressive environment where people and organisations can thrive.

We want to attract and nurture top talent and we know that creating a fair, empowering and inclusive workplace culture supports this goal. This includes investing in training, recognising the achievements of our employees and offering a flexible benefits package – Weetaflex.

We will continue to work hard to make Weetabix a wonderful place to work for everybody. After all, it's our differences that make The Difference at Weetabix.

