



WEETABIX FOOD COMPANY

2022 Gender Pay Report



WELCOME TO OUR 2022 GENDER PAY REPORT

The Weetabix Food Company was established in 1932, the year the BBC World Service began broadcasting and Amelia Earhart became the first woman to fly nonstop across the Atlantic Ocean. Weetabix celebrated its 90th anniversary of production in September 2022, meaning that we've now been proudly fuelling the nation with tasty and nutritious cereals for close to a century.

We firmly believe that great days start with a great breakfast. And when you have a Weetabix breakfast, you can tackle whatever's ahead, be that big or small. That's the Weetabix advantage – and it's for everyone. Ensuring everyone has an equal opportunity to achieve greatness is a philosophy that runs through our business. We are committed to doing the right thing, and developing an environment where everyone can make a difference.

Against the challenging backdrop of rising inflation and cost of living pressures that we saw beginning to affect the economy last year, many companies have found that, despite their best efforts, the gender pay gap is now at risk of stalling rather than closing.¹

I am delighted that we at Weetabix Food Company have a different story to tell - both the median and mean pay gap across the organisation have decreased

since 2021. The median pay gap at The Weetabix Food Company now sits at 1.86%, with the mean pay gap at 3.64%. This is in stark contrast to the UK national gender pay gap average of 14.9%.²

We are proud of these results, but know there is more work to be done. There is still a gap to close, and we are committed to doing so. But gender equality isn't just about pay – there are other factors that contribute to creating a truly balanced and inclusive workplace. This includes offering additional support to our employees with caring responsibilities, those going through the menopause, those returning to work after parental leave, and a myriad of other personal circumstances that can affect our working lives. You can read more about some of our policies on page four.

I'm so very grateful to everyone who has worked for us or works for us today - from manufacturing teams through to technical teams and production operators, sales and marketing teams, support staff, our pensioners and our apprentices alike - for their tremendous efforts and dedication during our long history. Weetabix wouldn't be Weetabix without our 90 years of brilliant people.

Sally Abbott -
Managing Director

1. World Economic Forum, Global Gender Pay Gap Report 2022

2. Office for National Statistics, Annual Survey of Hours and Earnings (ASHE) 2022

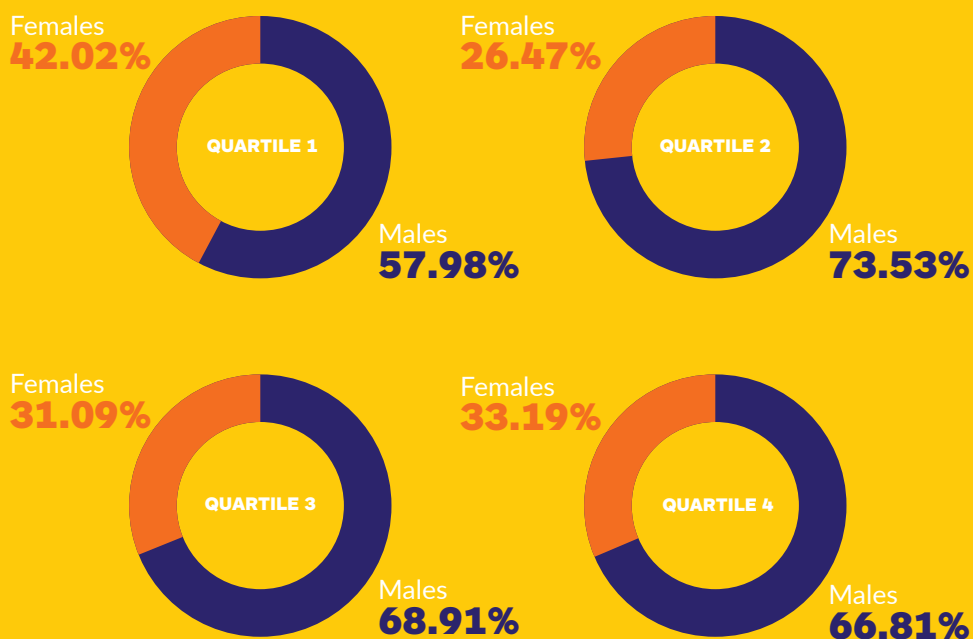


OUR GENDER PAY STATISTICS

	2021	2022	Movement to close the gap
Difference in Median Pay	3.44%	1.86%	Closed by 1.58%
Difference in Mean Pay	4.02%	3.64%	Decreased by 0.38%

QUARTILE RANGES

(percentage of gender according to salary brackets)





PUTTING WORDS INTO ACTION

We remain committed to fostering an inclusive culture, where everyone can be their best self at work.

We use gender neutral language in our recruitment processes and try to ensure that our advertising output appeals to all genders. This includes partnering with new third-party providers like Equalture, which enables us to better support candidates to bring their applications to life and helps us to hire based on cognitive abilities and behaviours – the strongest indicators of job performance.

Recognising and addressing our own unconscious biases is part of the ongoing work that we're doing to evolve the company culture to ensure it is reflective of the wider world beyond the business. We adopt a 'test and learn' approach, supported by regular employee surveys looking at our colleagues' perception of working here. This allows us to clearly monitor our progress and feeds into our spirit of continuous improvement.

There has been immensely positive feedback to, and engagement with, our 'Breakfast With' sessions. These began several years ago as one physical meeting in the on-site restaurant hosted by a member of the Executive Team, and have now become a permanent and regular fixture. Several team members now facilitate a wide range of speakers, sharing very personal reflections and stories of their own experiences of inclusion and diversity. Recent topics have included how best to support employees with caring responsibilities, neurodiversity, dealing with the menopause, and returning to work after maternity leave – all spoken about with candour and sensitivity, and all in a completely open forum.

The 360-degree learning that sessions like these facilitate allows us to ensure the policies we have in

place cater to the needs of our whole workforce. We have recently updated our policies to better support employees undergoing fertility treatment, and to those currently dealing with the heart-breaking aftermath of a miscarriage or a stillbirth. We've introduced a menopause policy designed to help all colleagues experiencing menopausal symptoms, and created specific peer and line manager guides to enable our teams to access helpful resources and best support one another through this process. We continue to offer generous maternity and adoption leave packages, and have introduced a policy to support anyone who may be about to embark upon a gender affirming transition journey.

We know that flexible working is also key to achieve workplace and workload parity. There is no one-size-fits-all solution, and what might be right for one department would not necessarily suit another. We've worked with each department to help them set up working practices that support them in delivering their roles. There is of course still a huge benefit in coming together in person to collaborate on projects and ensure we continue to foster positive relationships and a team-centric approach across both our offices and our factories. It is for this reason we have instituted our core on-site days, 'Weetabix Wednesdays', with other days allowing teams to flex being on site.

It is important to note that although there has been widespread attention given to the benefits that truly flexible working arrangements offer to women, we have first-hand evidence that they benefit all of our employees, regardless of gender.



CHANGE FOR EVEN BETTER

Doing the right thing by our people also means doing the right thing for the environment and for our communities – indeed, **Health and Wellbeing is one of our four core Sustainability pillars.**

We set robust and meaningful sustainability targets for ourselves, and are proud to have achieved the following people-centric milestones within the last year:

- Provided a further three million breakfasts to disadvantaged school children through our ongoing work with Fareshare and Magic Breakfast.
- Invested heavily in a range of initiatives, such as a Mental Health First Aiders programme, Carers support programme and signed up to the Disability Confident Accreditation. We believe these have all contributed to an increase in our Inclusion Maturity Score.
- As part of our sponsorships with the English Football Association (FA) and the Football Association of Wales which supports girls' grassroots football, we've achieved 28,000 Weetabix Wildcats and 1,222 Huddle players.
- Continued our partnership with Diversity in Grocery, as part of our wider work with Grocery Aid, that sees us participate in cross-company mentoring.

We hope that these measures help our Weetabix family to feel proud to work here, and reassure consumers that their breakfasts not only do them good, but do good for the communities they are part of, too.

