



WELCOME TO OUR 2024 GENDER PAY REPORT

“I’m proud to lead an organisation that has made good strides in closing the gender pay gap and is committed to making Weetabix a great place to work for all colleagues.

“We strive to make Weetabix a place that attracts talent regardless of gender, because we believe in doing the right thing for all our employees, no matter who they are.

“We remain committed to continuing this journey as we want to make Weetabix a great place to work, with brilliant people, regardless of their background, age, ethnicity or gender.”

Colm O’Dwyer,
Managing Director

WEETABIX FOOD COMPANY

2024 Gender Pay Report

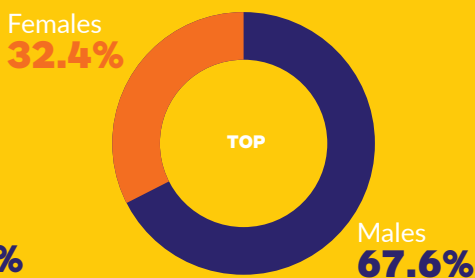
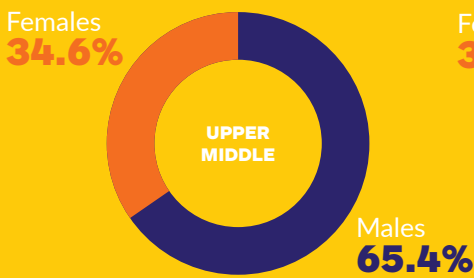
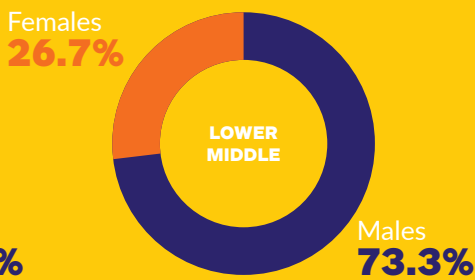
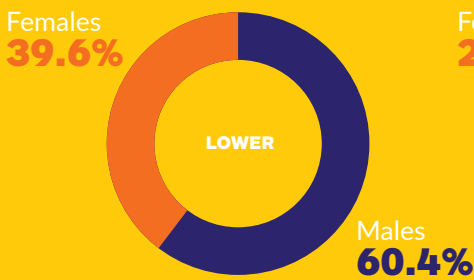


OUR GENDER PAY STATISTICS

| | 2023 | 2024 | |
|--------------------------|-------------|--------------|---|
| Difference in Median Pay | 2.3% | -0.1% | Our median pay gap is -0.1% For every £100 a male is paid, a female receives £100.10 |
| Difference in Mean Pay | 0.5% | -2.0% | The mean pay gap is -2.0% For every £100 a male is paid, a female receives £102 |

QUARTILE RANGES

(percentage of gender according to salary brackets)



WHAT IS GENDER PAY GAP REPORTING?

Gender pay gap reporting is a comparison between men and women's average rates of pay across an entire organisation. A positive percentage indicates a pay gap in favour of men, whilst a negative percentage indicates that females are earning more than males.

The gender pay gap is not the same as pay equity. Pay equity relates to what men and women are paid for performing the same, similar or roles of equal value.

Mean pay gap

The difference between the average hourly earnings for men, and the average hourly earnings for women. The mean pay gap is notably affected by very high and very low salaries.

Median pay gap

The difference between the middle earning male and the middle earning female when earnings are ranked in numerical order.

