



Danish Crown

Gender Pay Report 2022

Danish Crown UK

Introduction

Danish Crown UK Ltd. is part of the Danish Crown Group, one of the largest producers of meat in the world. Now over 130 years old, we pride ourselves on our heritage, expertise and innovative growth.

The gender pay report includes pay data for 412 and bonus pay data for 498 colleagues who were classed as relevant for the reporting period under UK legislation. The colleagues are employed over our 5 sites at London, Manchester, Halifax, Bugle and Warwick. Our site in Halifax is a bacon slicing plant, cutting our world-famous Danish bacon. We have a gammon deboning plant in Bugle, our Manchester and London sites produce bespoke butchery for our foodservice customers and Warwick operates as a sales hub. 71.3% of colleagues in the sample are men and 28.7% of colleagues are women.

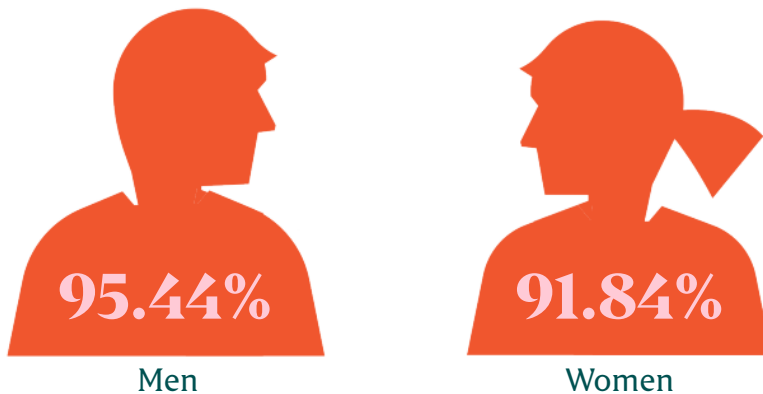
Our commitment is to reward people fairly for the contribution they make, irrespective of gender or any other protected characteristic.

Equal pay for equal work

The majority of our colleagues are employed at our production sites where we have clear grade and pay structures and equal opportunities for progression. Individuals are paid the same rate according to their job role with no differences between men and women.

“Individuals are paid the same rate according to their job role with no differences between men and women.”

Proportion of men and women receiving bonus pay



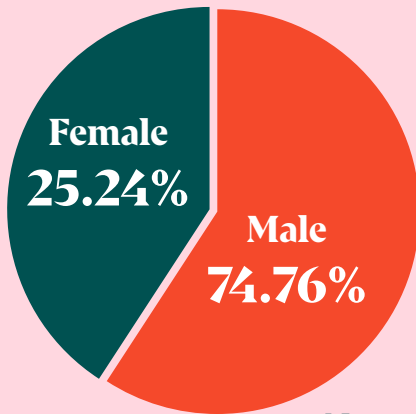
Pay and bonus pay

	Pay Gap	UK National Statistics*	Bonus
Company Median	-2.42%	14.9%	34.36%
Company Mean	11.34%	11.3%	38.62%

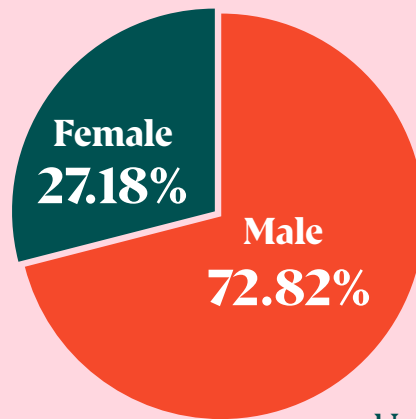
* Office for National Statistics Annual Survey of Hours and Earnings (ASHE) 2022

Pay quartiles by gender

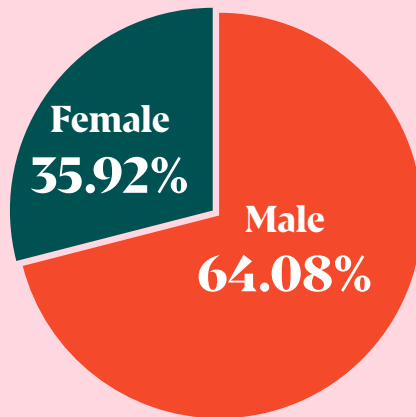
Lower Quartile



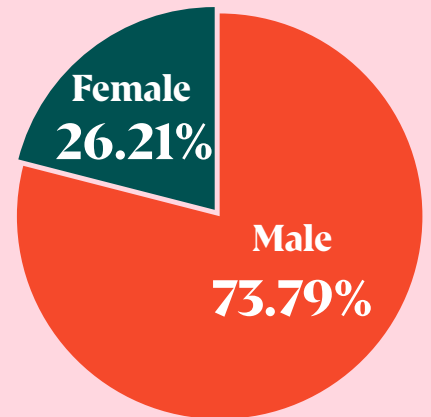
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Pay commentary

The Company's mean pay gap has decreased from the last reporting period moving from 15.1% to 11.3%, in line with the national average. Our median pay gap for the reporting period of -2.4% is now less than reported at in 2021 (8.6%) and lower than the national average.

In 2021, we saw a decrease in the number of female workforces in the lower quartile which has resulted in a decrease in the company mean. We believe that the effects of the COVID-19 pandemic may have influenced retention of females in roles within the lower quartiles. The company employs several women within the senior management teams and a significant number within the higher paid production positions. We continue to review the extent to which we can attract and recruit employees of both genders to roles within our organisation.

As well as developing local attraction and talent management strategies we have a global program aimed at developing female leaders. We also plan to introduce enhancements to a number of family friendly policies and benefits in the new reporting period, with the hope of both attracting and retaining employees. Employees are also encouraged to engage in supporting activity and help raising visibility of issues that affect our communities, employees, and customers.

Bonus pay commentary

Last year, the increasing distribution of women in the upper middle and upper quartiles has decreased our gender mean bonus pay gap. The company operates a bonus scheme for most of the production roles at the company's largest production site. As the eligibility for bonus is applied equally to men and women there is a relatively even distribution of men and women receiving a bonus.

Pay quartile gender distribution



The overall ratio of men to women within the company is 71% to 29%. Women have a lower representation in the lower quartile, but an increasing representation in the middle and upper quartiles. Women's representation in the upper quartile is steadily growing.

Next steps

The company continues to invest in leadership training, will increase our flexible working policies to address this gender pay gap and support our female colleagues to fulfil their potential and progress to senior roles. Family friendly policies and benefits will also ensure the retention of female workforce and talents on all levels.

We will also continue to take proactive action to reduce this gap as follows:

1.

1. Continuing to review our recruitment and retention strategies to ensure they focus on attracting the best talent into key areas of the business.

2.

2. Continue our skill development programs to support women to progress within the organisation.

3.

3. Continue to review our provision of family friendly policies and benefits to attract and retain women at all levels within our organisation.

We are aware that collecting, analysing, and publishing such data is only the beginning in identifying actions that will drive change in this area. Data sets such as this can be used to better inform the group's diversity and inclusion agenda and highlight where we could be more inclusive in our practices.



I can confirm the information reported is accurate and in accordance with the requirements stipulated by The Equality and Human Rights Commission (EHRC).

Lars Albertsen – Chief Executive Officer

