

British Sugar

– Gender Pay Gap Report

Paul Kenward, Managing Director, British Sugar

Today I'm publishing our updated information on how we perform on pay when it comes to gender. It's a vital opportunity for us all to look at a key element of Inclusion and Diversity at British Sugar, look back at what we've achieved and ahead at our plans for the future.

The British Sugar Leadership Team is committed to creating an environment where all our people are treated with respect and given the opportunities to succeed. We want British Sugar to be a great place to work for everyone.

This year we've focused on really getting to the heart of what we need to do to build a credible and relevant Inclusion and Diversity Strategy and, with external support, have now completed the deep dive review of our organisation.

Feedback from our people has provided us with a significant amount of rich data to inform our strategy and priorities and I am delighted that by the passion shown by people who want to help us create a more inclusive and diverse working environment.

We want to continue to increase diversity at British Sugar, including diverse role models. This means diversity in its broadest sense – the things that you don't see as well as the things you do.

Gender is part of this, and I am pleased we have continued to make good progress with the number of women working for British Sugar increasing again and our gender pay gap reducing.

We have continued to focus on encouraging more women to join British Sugar and I am pleased with the increase in female employees in senior management roles in particular. Since April 2020 I've been delighted to welcome 44 new women to British Sugar – thank you for your contributions and the diversity of thinking you have brought to British Sugar.

The figures outlined below are for British Sugar plc.¹

Gender Pay Gap Reporting

At the mean, women's hourly pay rate is

5.5%

lower than that of men

At the median, women's hourly pay rate is

16.5%

lower than that of men

At the mean, women's bonus pay rate is

49.9%

lower than that of men

At the median, women's bonus pay rate is

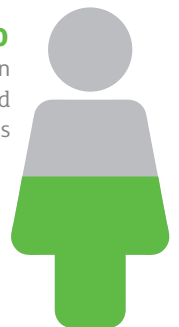
22.4%

lower than that of men

29.0%
of men received a bonus



49.9%
of women received a bonus



1. British Sugar plc includes:
AB Sugar (Head Office),
British Sugar,
Riverside Glasshouse and
The Silver Spoon Company.

Proportion of men and women in each quartile

	Female	Male
Upper Pay Quartile	26.1%	73.9%
Upper Middle Pay Quartile	15.8%	84.2%
Lower Middle Pay Quartile	26.6%	73.4%
Lower Pay Quartile	33.3%	66.7%

The Gender pay gaps provide both the mean and median data. The mean is calculated by comparing the mean female pay vs. the mean male pay. The median rates are calculated by comparing the median (or middle) value for females vs. males. In all areas our figures have improved since last year.

I am keen we keep the dialogue open on this subject and the wider topic of Inclusion and Diversity and look forward to further progress in the coming year.

I confirm the data and information is accurate as of 5th April 2021 and in line with the Gender Pay reporting regulation.

Paul Kenward
Managing Director, British Sugar

