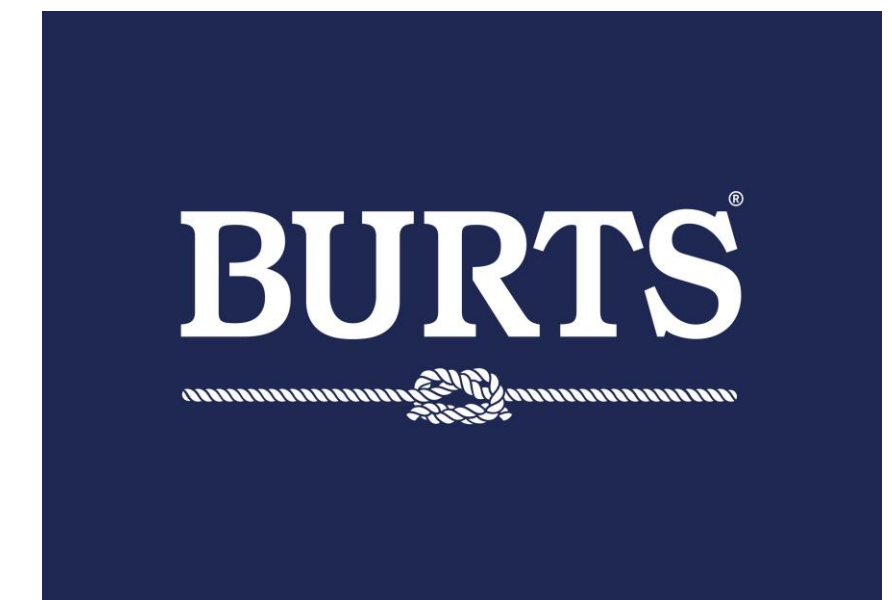


# GENDER PAY GAP REPORT

## 2024



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- In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 (UK), (the "Regulations"). We are pleased to present our 2024 Gender Pay Gap Report.
- At Burts Snacks Ltd we are committed to equal pay and ensuring all our colleagues are treated fairly, we are a diverse workforce that is reflective of the UK population in which we operate.
- Burts Snacks Ltd is part of the Europe Snacks Group, we are a leading manufacturer of crisps and snacks with unrivalled quality, innovation and customer service and are positioned as the partner of choice for customers in the UK and overseas. We have 2 manufacturing sites in the UK and supply most of the major supermarkets in the UK. We continue to work hard to ensure that Burts Snacks Foods Ltd is a great place to work and are committed to continuing to close our gender pay gap.
- Our gender pay gap has increased from 6.6% at April 2023 to 7.6%. This is slightly higher than the National Average which is 7% for 2024.
- We remain committed to providing an environment which supports a vibrant diverse workforce across our business, which is fair and transparent.

## Hourly Pay Information

Mean hourly pay difference between Male and Female employees	7.6%
Median hourly pay difference between male and female employees	-4.1%

## Bonus Information

Mean gender pay gap - Bonus pay in the 12 months	17.5%
Median gender pay gap - Bonus pay in the 12 months	8%
The proportion of male paid a bonus in the 12 months	41%
The proportion female employees paid a bonus in the 12 months	28%

## Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	48.8%	27.9%	14.9%	25.3%	29%
Male	51.2%	72.1%	85.1%	74.7%	71%

## What does this say about our Company?

- Our gender pay gap is influenced by the demographics of our business
- Overall, our workforce was 71% male and 29% female. This is partly attributed to the manual labour of the roles and the social anthropology and culture of our employees
- A higher proportion of men than women in shift-based roles, which attract premium rates of pay, widening the pay gap.
- It is important to note that Burts has no instances of unequal pay for equal work and when comparing basic hourly pay for the same roles, there is no difference between male and female employees.
- On average our lowest paid employees earn more than 8p above national minimum wage

# WHAT ACTIONS ARE WE TAKING TO CLOSE THE GAP

- ✓ We are highly committed to gender equality and diversity across our business
- ✓ We will continue to employ the right person with the right salary using our benchmarking tools to ensure we are competitive in the market
- ✓ We will enable our female employees to make career transitions in line with their aspirations through;
  - Talent and performance assessments
  - We are launching a Management Development Program. This initiative will support women in operational roles by providing structured development plans to help them progress into supervisor and management positions.
  - Providing development plans and personal support to our high potential female employees
  - Provide manager training
  - Continue to provide and monitor our KPIs on diversity and equality across our population
  - Continue our commitment and focus to engaging with our employees and providing them with a voice that is heard throughout our business

## Declaration:

We confirm that the data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rikin Lakhani

Managing Director of Burts Snacks Ltd (a Europe Snacks Company)