

JDR Gender Pay Gap Statement 2022

Developing our people makes good business sense as well as being the right thing to do. We value the contribution that everyone can make and are committed to ensuring there are no barriers to developing talent, irrespective of an individual's gender, individual characteristics or background.

People are our greatest asset and that's why JDR are committed to recruiting and developing great talent. It's the right thing to do and makes good business sense. We value the contribution that everyone can make and are committed to ensuring there are no barriers to developing talent, irrespective of age, gender, sexual orientation, ethnicity, or other characteristics.

This is the sixth year we have published our Gender Pay gap results. The figures outlined below are accurate and show both the mean and median differential in pay and bonus between genders across JDR, as of 5th April 2022.

The JDR mean gender pay gap is -4.8% in favour of women.

We continuously review our practices to ensure that we take a fair approach in the way we pay all our employees.

50% of senior management positions are held by women

3 of our Board Directors are female

JDR Gender Pay Gap

This statement shares the mean (average) gender pay gap figures for the JDR business as at 5th April 2022.

Measuring the Mean Gender Pay Gap

The mean gender pay gap is calculated by looking at the difference in the average hourly pay for women compared to men in our business.

4.8% The mean pay for women is 4.8% higher than that of men

11.9% The mean bonus pay for women is 11.9% higher than that of men



We have a balanced representation of males and females on our Board Team, with 3 female and 5 male directors. As of April 2022, our UK business had 696 employees and 50% of those in senior manager positions were female.

Whilst our gap is favourable to women, we're aware that a handful of senior manager moves could impact this result. Therefore, we must continue to track, retain, and promote female talent. To support more women moving into senior management positions we run initiatives to recognise, develop and educate our senior female leaders – these programmes are heavily supported by our parent company, Associated British Foods Plc.



We have a bonus scheme in place at every employee level in our business

We have a balanced position of the % of employees receiving a bonus.

JDR has a bonus scheme in place at every employee level in our business.

Our mean bonus gap is -11.9% in favour of women.

Each level has a gap favourable to men but at our most senior levels, the gap is significantly wider in favour of women.

85% of men received a bonus

82% of women received a bonus

Summary

We are confident that our approach to pay is fair, and we are committed to the principles of equal pay and fair career progression for both males and females at every level in our business. Gender remains an important part of our Inclusion and Diversity (I&D) plan, as does broadening our focus in other areas to ensure we build and nurture diverse teams, creating an environment of inclusivity and belonging for everyone.



Anne Sawbridge

Anne Sawbridge
Managing Director



David Hoyle

David Hoyle
Human Resources Director

ABF Grain Products Ltd meets the legal requirement to publish its Gender Pay Gap Information, which includes information on the JDR business*. In addition to this we have chosen to publish separately our own business statement.

*ABF Grain Products is a subsidiary of Associated British Foods Plc. The trading businesses that sit within the company include Allied Bakeries; The Jordans & Ryvita Company; Germain's; Speedibake, AB Sports Nutrition and Westmill Foods, most of which also form part of the UK Grocery Division of Associated British Foods.

Please [click here](#) to read the ABF Grain Products Ltd gender pay gap report.