

JDR Gender Pay Gap Statement 2023

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 seventh 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 at 5th April 2023.

The JDR mean gender pay gap is -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.

51% 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 2023.

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.

8.0% The mean pay for women is 8.0% higher than that of men

13.3% The mean bonus pay for women is 13.3% 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 2023, our UK business had 679 employees with 51% of those in senior manager positions being female.

Whilst our gap has widened and continues to be favourable to women, we're very aware that a small number of senior manager moves could swing this result in the opposite direction. Therefore, we must continue to track, retain, and promote a diverse mix of talent. To support with this we run initiatives which recognise, develop and educate our senior female leaders to ensure that there is equality of opportunity between men and women.



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

We have a balanced position of the percentage of employees receiving a bonus, 93% male versus 91% female

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

Our mean bonus gap is -13.3% 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.



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.