

# JDR Gender Pay Gap Statement 2024

At JDR we recognise that people are our greatest asset and that's why we're 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 eighth 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 2024.

This is the third year running where our pay gap remains close to 0% but continues to be in favour of women. In April 2024 it stands at -5.7% versus -8% last year.

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

**48%** of senior management positions are held by women

**2** 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 5<sup>th</sup> April 2024.

### 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.



**5.7%** The mean pay for women is **5.7% higher** than that of men.

**87.1%** JDR has a bonus scheme in place at every employee level in our business. The proportion of women receiving a bonus has increased this year, with 87.1% of women receiving one versus 81.6% of men.

**39%** The mean bonus pay for women is **39% higher** than that of men.

**81.6%** of women receiving one versus 81.6% of men.

We have a representation of both males and females on our Board Team, with 2 female and 5 male directors. As of April 2024, our UK business had 693 employees with 48% of those in senior manager positions being female.

Whilst the gap for our most senior held positions continues to be in favour of women, we've seen a shift in favour of men in our lower-level manager group, which attributes to why the gap in favour of women has slightly narrowed. We continue to place focus on retaining our female talent who hold key positions in our senior manager group, as historically we know that a handful of changes at these levels can result in a significant shift in the mean pay gap. 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 there is equality of opportunity between men and 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.