

Ranking in the UK's top 15 food companies and one of Europe's leading poultry producers, Moy Park has the responsibility and is committed to ensuring all employees are paid fairly. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations we carry out gender pay reporting, analyse the causes of the gap and take actions to reduce it.



7.70%

Moy Park's Average Pay Gap



18.4%

National Average Pay Gap



50%



50%

Moy Park's Executive Team



Our Gender Split by Quartile is illustrated below:

Upper Quartile

M 73.15% **F** 26.85%



Upper Middle

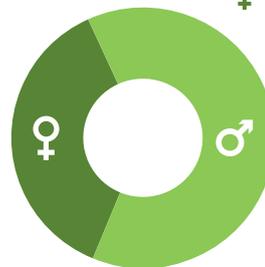
M 65.41% **F** 34.59%



♂ Male
♀ Female

Lower Middle

M 63.23% **F** 36.77%



Lower

M 60.21% **F** 39.79%



Moy Park's pay gap is on average 7.7% and we are encouraged that this is significantly below the national average of 18.4% as published by the Office of National Statistics.

Our salaries and wages are set objectively based on the requirements of the job, regardless of the post being held by a male or female. We aim to achieve a greater representation of women in the business at all levels and continue to promote gender diversity and equality.

Our analysis shows that a larger proportion of senior positions are held by males, resulting in a pay gap of 7.7%. Moy Park is committed to reducing this gap and is leading by example from the executive team, across the business. On 5th April 2017, the gender split of Moy Park's executive team was 50% female / 50% male therefore the mean bonus gap is 24.3% higher for female employees.



As of April 2017 Moy Park's Gender Pay Gap statistics are as follows:

	Mean (Average)	Median (Mid Point)
Pay Gap	7.70%	4.80%
Bonus Gap	-24.31%	-13.64%

	Males	Females
% of employees receiving bonus	3.04%	2.21%

% of employees in each pay quartile	Males	Females
Lower	60.21%	39.79%
Lower Middle	63.23%	36.77%
Upper Middle	65.41%	34.59%
Upper	73.15%	26.85%

The data includes all relevant staff (as defined by The Equality Act 2010 regulations 2017) employed by Moy Park in the UK, including Northern Ireland. The pay gap is calculated as the rate of pay of male employee and that of females expressed as a percentage of the male rate of pay.

Reducing the Gap

We have a number of initiatives to reduce our pay gap:

- To attract and retain a more diverse workforce we are introducing and actively promoting more flexible working initiatives.
- Set out our commitment to team members, encouraging everyone to share their views on issues such as the gender pay gap and their input to initiatives to reduce it, through our Engagement and Inclusion policy.

- Further analysis of the pay gap data will help us to develop and support strategies to reduce our gender pay gap. This information is reported to and reviewed regularly by senior management.

I confirm that the information reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay gap Information).

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