

# AIMIA<sup>®</sup> FOODS

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## Gender Pay Gap Report 2022

At Aimia we are committed to treating our people equally.

We recognise that the manufacturing industry brings particular challenges in relation to gender parity; notably, the number of men occupying more senior, higher paying roles relative to women and the number of women entering the industry and progressing through the organisation.

Whilst we are proud of the progress made since reporting began, we recognise and understand that there is more to do to address gender pay disparity within the Company.

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.



David Whittingham

Head of HR



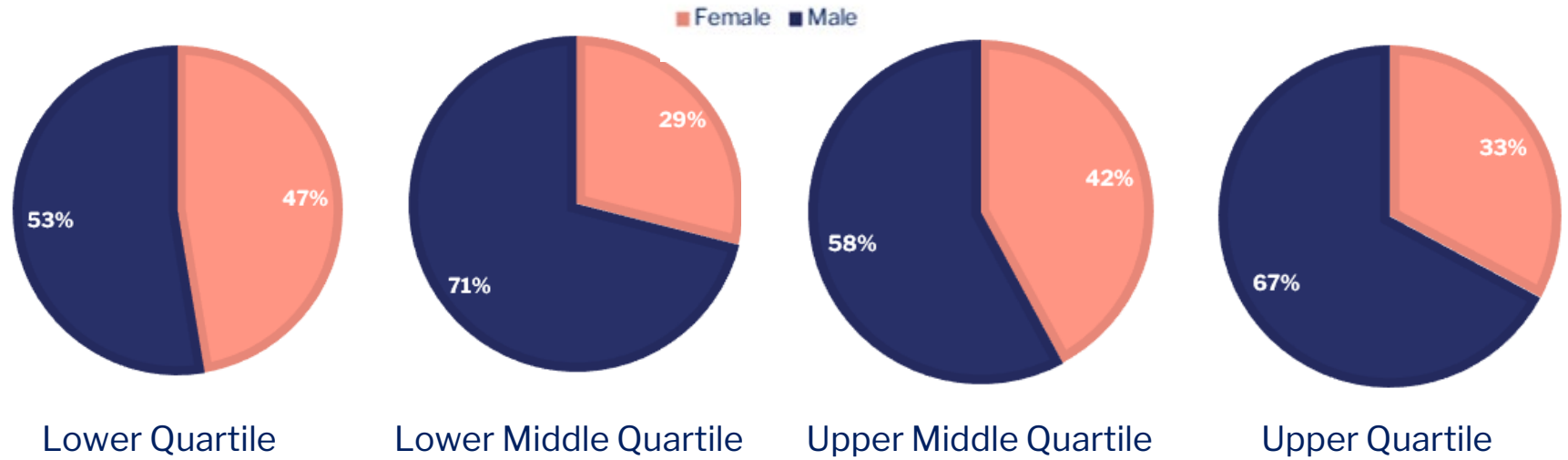
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## Summary

	2022	2021	2020	2019
Mean Gender Pay Gap	16%	18%	24.20%	20.65%
Median Gender Pay Gap	0%	0.6%	0%	7.02%
Mean Bonus Gender Pay Gap	55%	31%	59.48%	58.45%
Median Bonus Gender Pay Gap	40%	20%	42.44%	47.25%

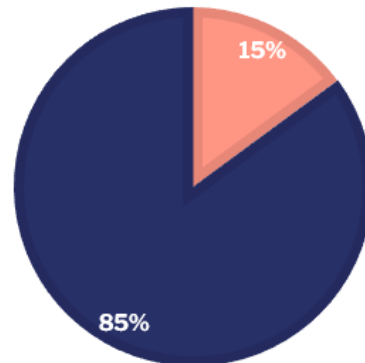
## Summary

### Proportion of male and female staff in each pay quartile



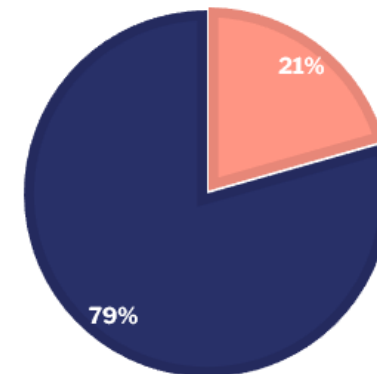
### MALE

Did Receive Bonus (orange) | Did Not Receive Bonus (dark blue)



### FEMALE

Did Receive Bonus (orange) | Did Not Receive Bonus (dark blue)





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## Understanding our figures

Our mean gender pay gap for 2022 has decreased for the second year in a row, to 16%. Although we still have some way to go, we are proud to see a reduction that is a direct result of the targets that we have set ourselves and continue to stretch to attain.

Moving into 2023 our goals to continue to close our pay gap include:

- Continue to actively consider our gap when making hiring and pay review decisions
- To further invest in female leadership potential, over 50% of the delegates on our Thrive Leadership training course are female
- Continue to embrace flexible working practices which allow all of our employees to reconcile career and caring responsibilities
- To support equal opportunities for females in our workplace we are trialling free period products in the female bathrooms, as well as a menopause policy which offers advice and guidance to employees and line managers and signposts to available support.

Finally, we have made diversity, inclusion and empowerment part of our core values and behaviours. Our values and behaviours have power, and through repeating them we normalise them; this is why we include them in all of our review documents including PDRs and Settling In Reviews. To further embed these values and behaviours we have invested in training for all of our employees which includes Coaching for Diversity, Equality and Inclusion and in particular understanding our own biases, and how to overcome them.