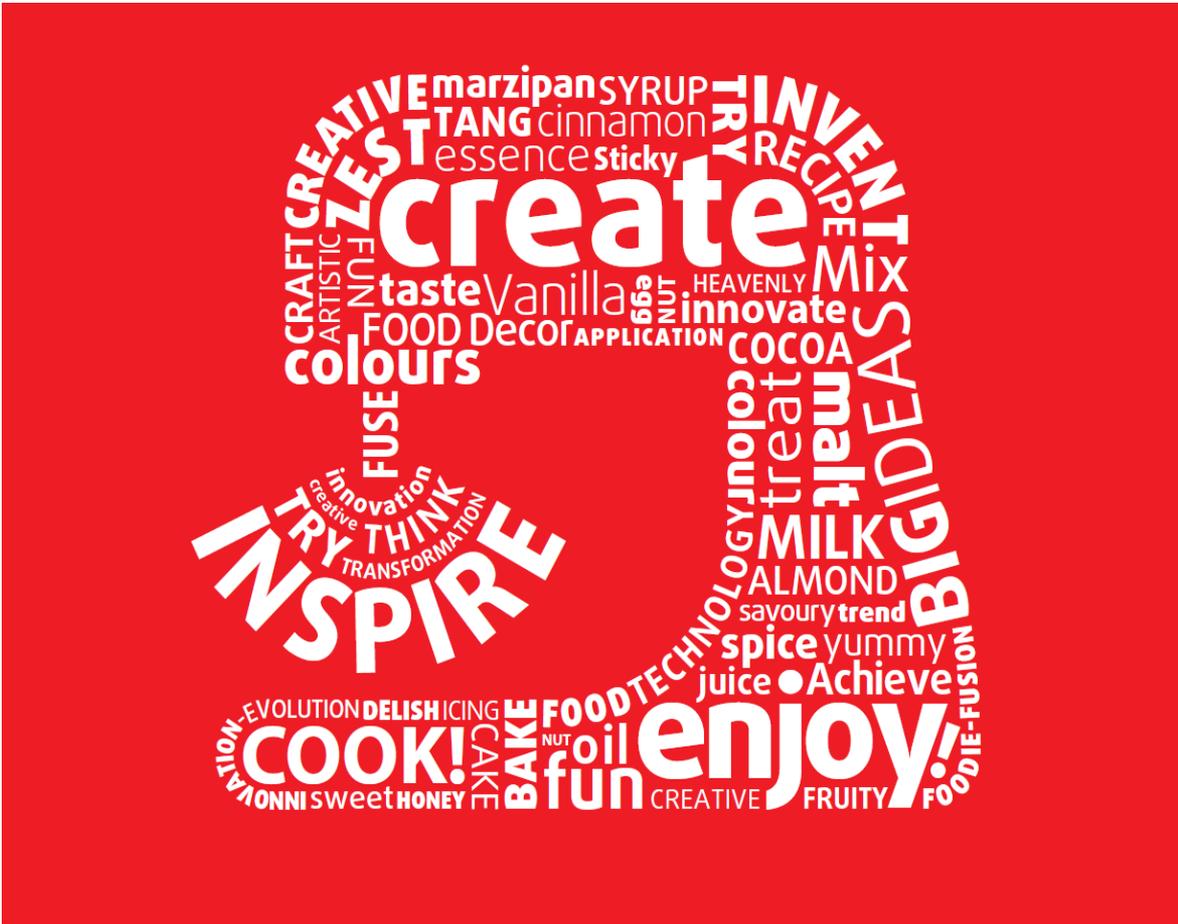


# Real Good Food plc

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JF Renshaw Ltd

## Gender Pay Gap Analysis

Data as at 5<sup>th</sup> April 2021

# Introduction

At **JF Renshaw Ltd** people are at the centre of everything we do and we have long been committed to eliminating discrimination and encouraging diversity amongst our workforce, where anyone can reach their full potential, and where possible promote from within, encouraging a career focused approach. As an employer we welcome the reporting of the gender pay gap across large employers, being open and transparent about such subjects will encourage not only ourselves but others to make progress in bridging these gaps.

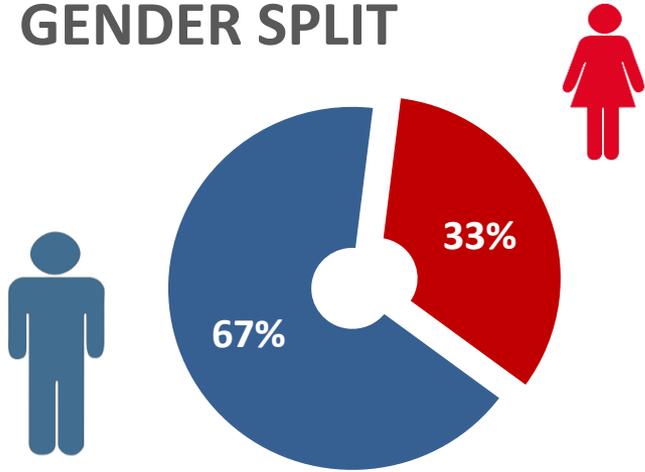
From April 2017, all organisations that employ over 250 employees are required to report annually on their Gender Pay Gap, which is defined as the relative difference in the average gross hourly earnings of women and men.

As a Food Manufacturer, more than 72% of our colleagues work within our factory, where 67% of the workforce is male. This is in line with the latest ONS data however, overall, it does mean that there is a gender imbalance.

# Our Workforce

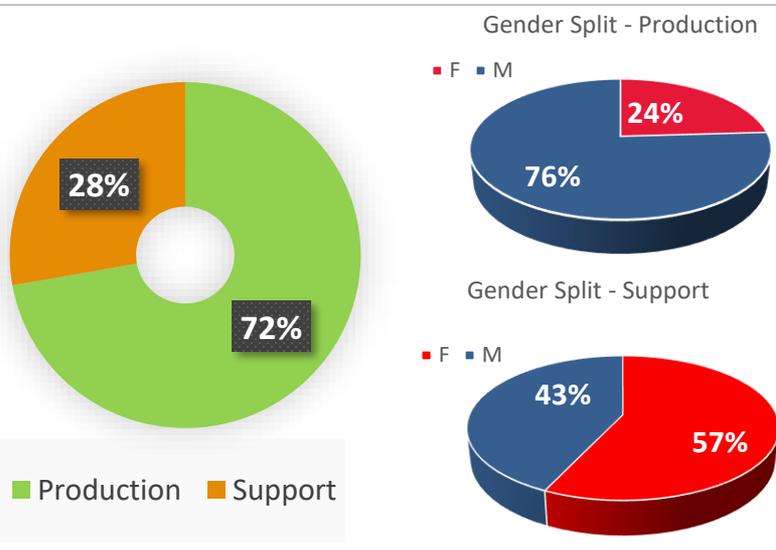


## GENDER SPLIT

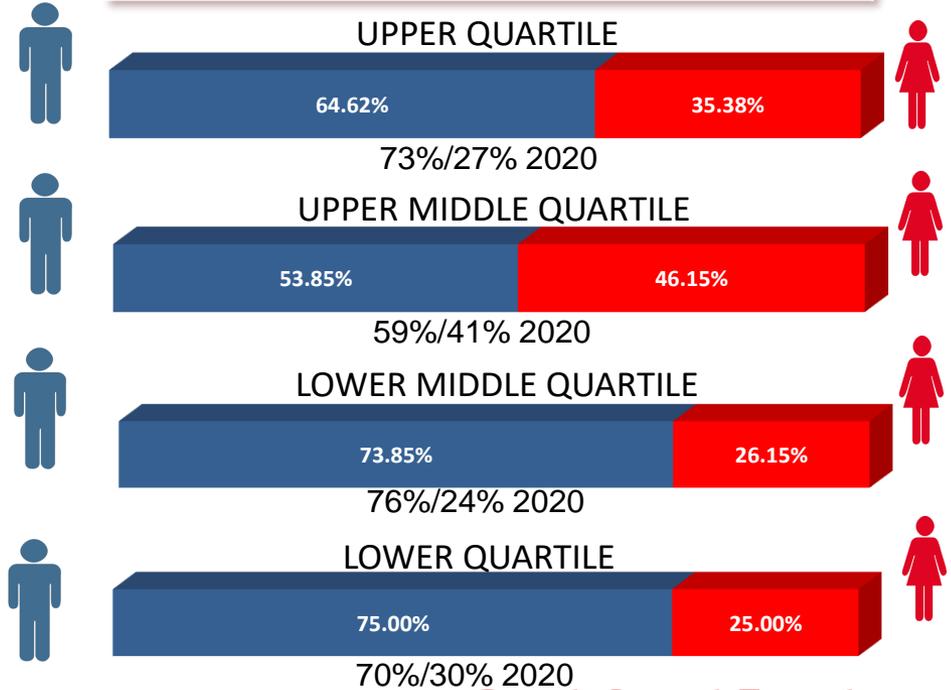


In 2020, JF Renshaw's gender split was 69.5% male, 30.5% female. There has been a slight but not significant increase in females employed.

## POPULATION BY FUNCTION



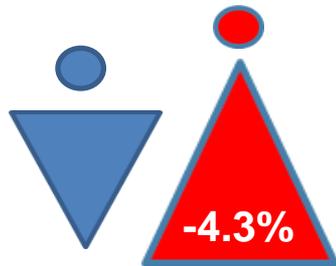
## POPULATION BY PAY QUARTILES



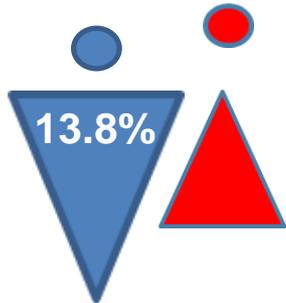
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# Our Gender Pay Gap

## GENDER PAY GAP

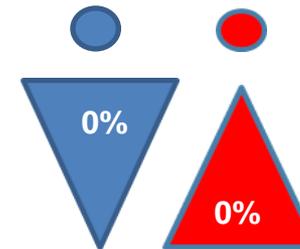
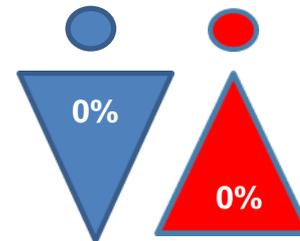


The **mean pay** women is 4.3% higher than that of men. In 2020 pay of men was 0.22% higher than that of women.



There median pay for men is 13.8% higher than that of women.

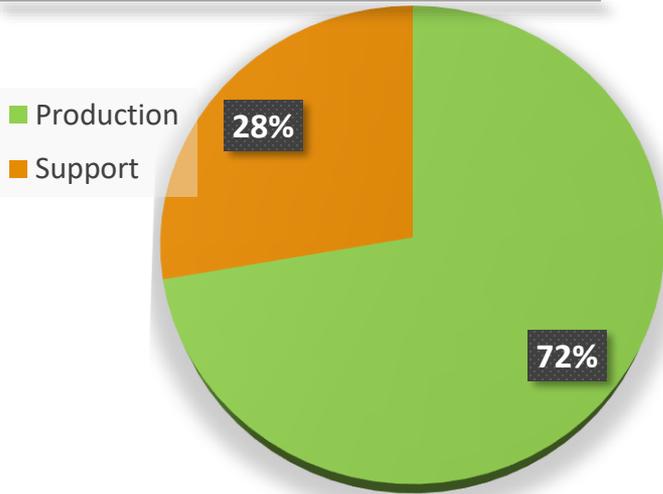
## GENDER BONUS PAY GAP



There has been **no bonus** paid at JF Renshaw Ltd for the previous 5 years.

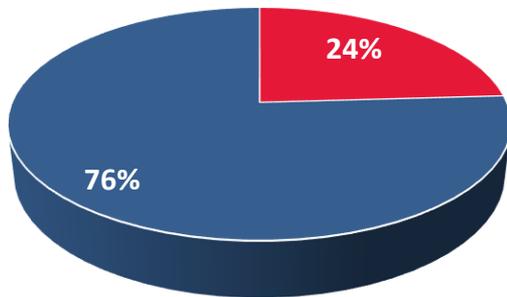
# Gender Split – Operations v Support Roles

OVERALL SPLIT – OPERATIONS V SUPPORT

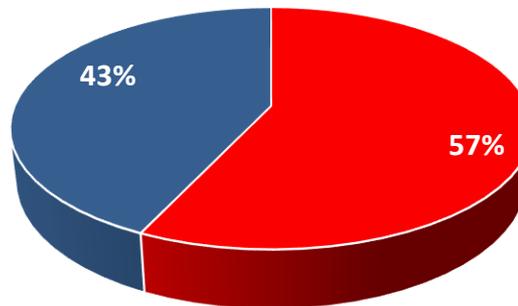


This data is broken down into Operational functions which include Production, Technical, Warehousing and Engineering, and the Support functions which include Finance, HR, R&D and other administrative functions

GENDER SPLIT - OPERATIONS



GENDER SPLIT – SUPPORT FUNCTIONS



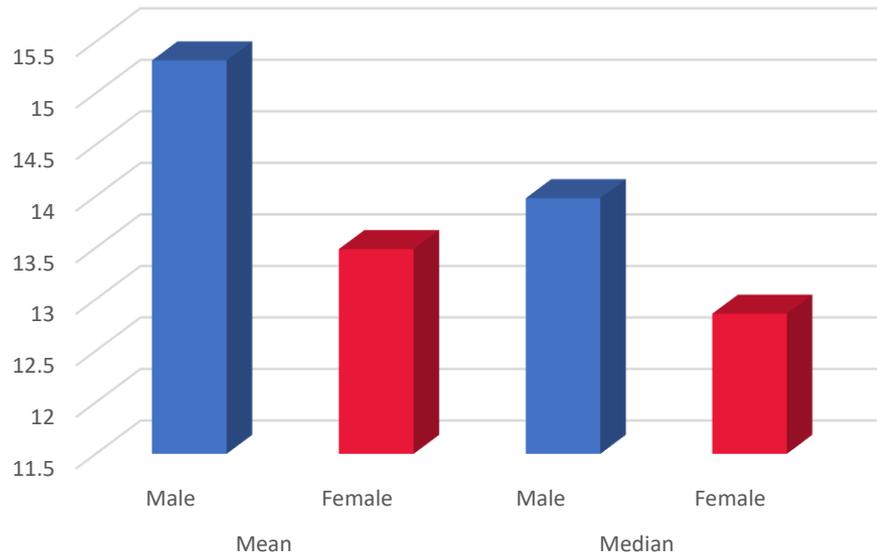
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The gender split remains heavily biased towards males within Operations, maintaining the same split as the last reported period in 2020. In previous years we have always seen a female bias within support functions. In 2020 this balanced to an equal split but there is now again a female bias within support functions.

# Mean and Median data – Production and Support breakdown

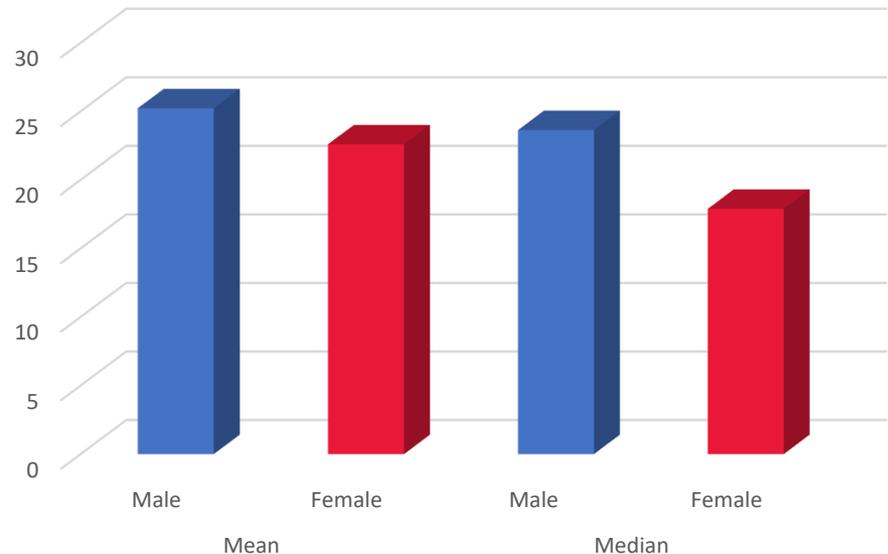


Production



This data is split between Production and Support staff, showing the mean and median hourly rates for males and females. In both areas, males are paid a higher hourly rate than females. This can be seen more so within Production.

Support



# Progress And Plans

We have made progress this year towards achieving better gender balance, and have taken positive steps to do this, particularly in addressing the previous imbalance of salaries in production between males and females.

Work will continue at JF Renshaw we are committed to driving this change.

#### DECLARATION

We confirm that the information and data reported are accurate and in line with UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

**STEVE MOON**  
Chief Executive officer

- Increasing the number of women in our production roles.
- Ensuring all policies, procedures and guidelines encourage inclusivity across the business, with a review of family friendly policies.
- A review of the training provided for management roles, particularly recruiting managers.
- Encouraging the widest female talent pool possible.