



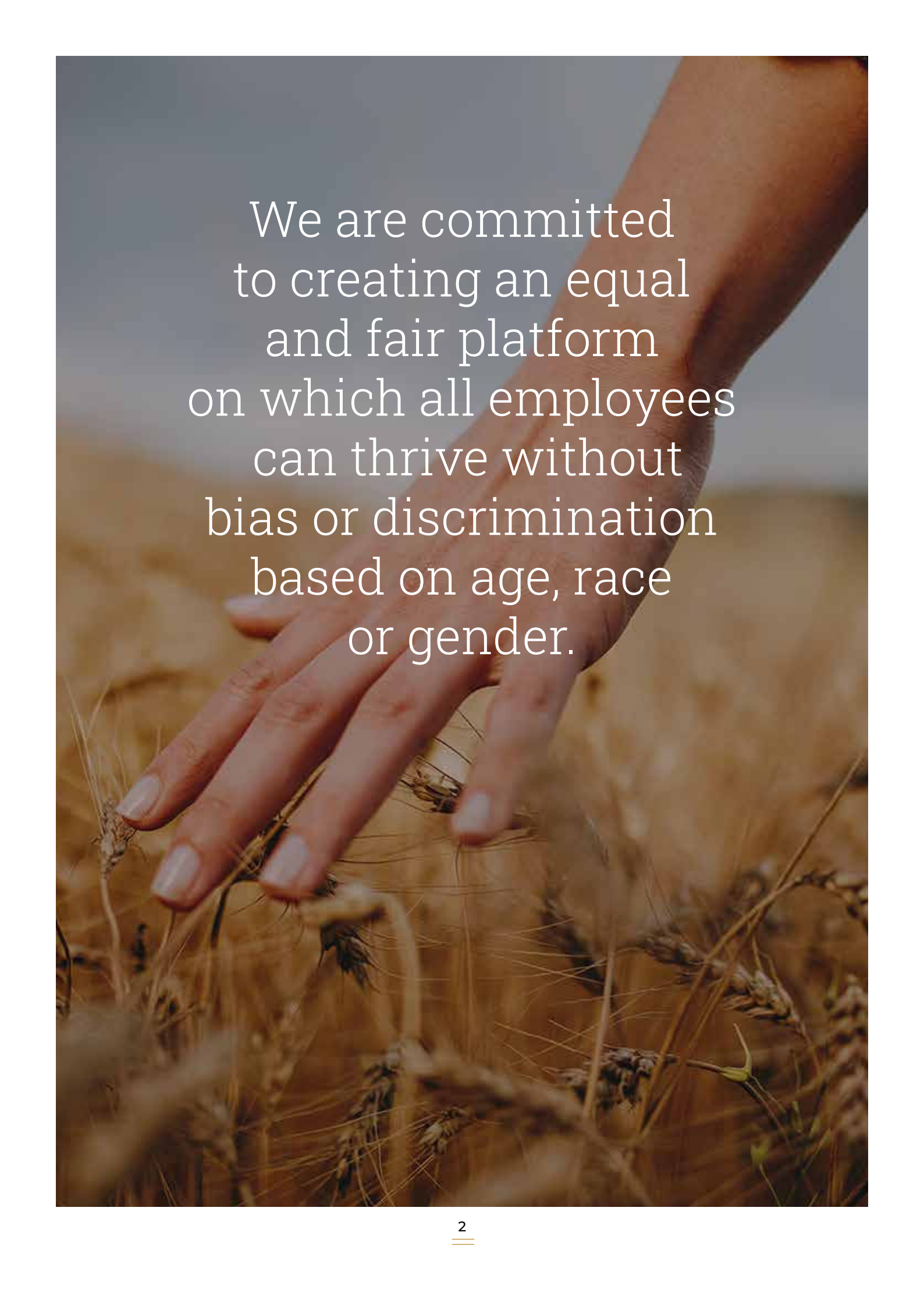
**BISCUIT**

INTERNATIONAL

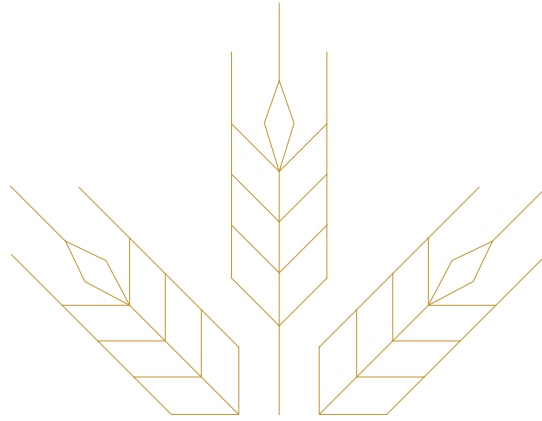
# Gender Pay Gap Report

April 2024



A close-up photograph of a person's hand reaching out to touch a stalk of wheat in a field. The hand is positioned in the upper right quadrant, with fingers gently touching the wheat. The background is a soft-focus field of golden wheat under a clear sky. The text is overlaid on the image in a white, sans-serif font.

We are committed  
to creating an equal  
and fair platform  
on which all employees  
can thrive without  
bias or discrimination  
based on age, race  
or gender.



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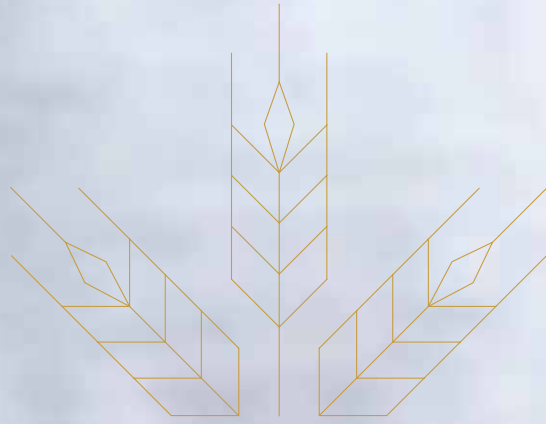
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Biscuit International UK  
is proud to employ  
an average of 240 people  
across 2022 / 2023.



# — Introduction

## **Biscuit International Uk, a local employer with a global footprint.**

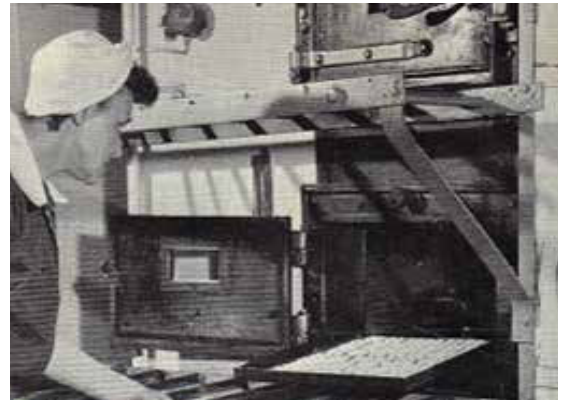


Formally trading under the name Northumbrian Fine Foods Limited (NFF), Biscuit International UK (BI UK) is part of the Biscuit International Group, a trusted manufacturer who provide a wide range of biscuits and bread substitutes across the globe.

With a combined group heritage of over 400 years, we take responsibility for fostering and expanding our legacy seriously, supporting the health of our consumers and the environment.

As the leading private label biscuit and bread substitute manufacturer in Europe, Biscuit International are committed to offering excellent taste at great value, promoting a diverse workforce, with many benefits, actively encouraging diversity through all local and global business activities.

Our UK site is based in Gateshead, Tyne & Wear. At this site we employ people across multiple departments including, sales, quality assurance, technical, marketing, warehousing, research & development, human resources, production, and finance. Today, over 70% of our personnel are allocated to roles working within our food manufacturing production areas.



1939 - The business started producing Ginger Parkin for local stores across the North East of England.



1950s - The biscuit business continued to grow, and post war demand resulted in more job creation for local people.



2018 - NFF was purchased by Biscuit International & remains dedicated to delivering great taste & quality to this day.

# — Understanding our calculations

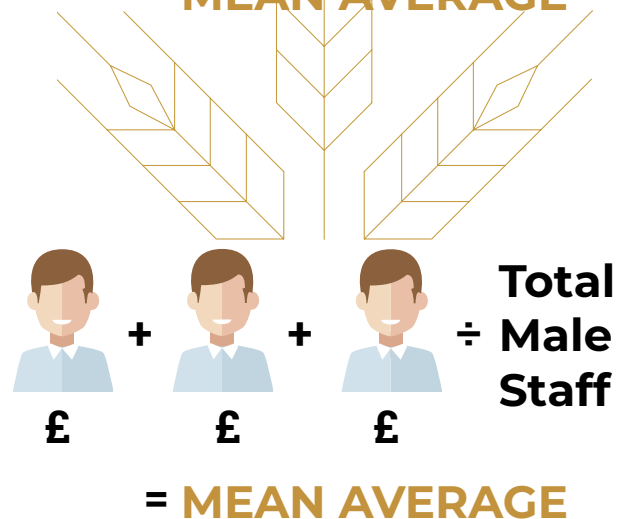
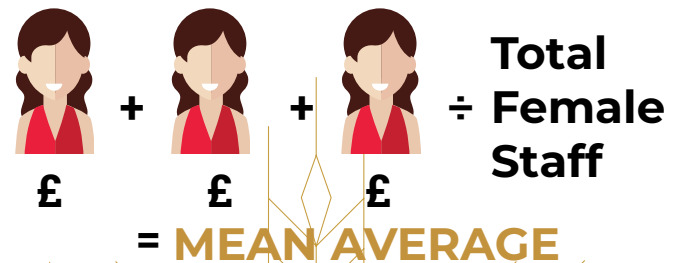
The gender pay gap is shown in two ways - as the mean & the median difference in average earnings between male & female, shown as a percentage of the male earnings.



## Our Calculations Cover:

- Mean Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Gender Pay Gap
- Median Bonus Gender Pay Gap

### 1. MEAN DIFFERENCE CALCULATION



**DIFFERENCE = Mean Hourly Pay Gap**

### The Gender Pay Gap:

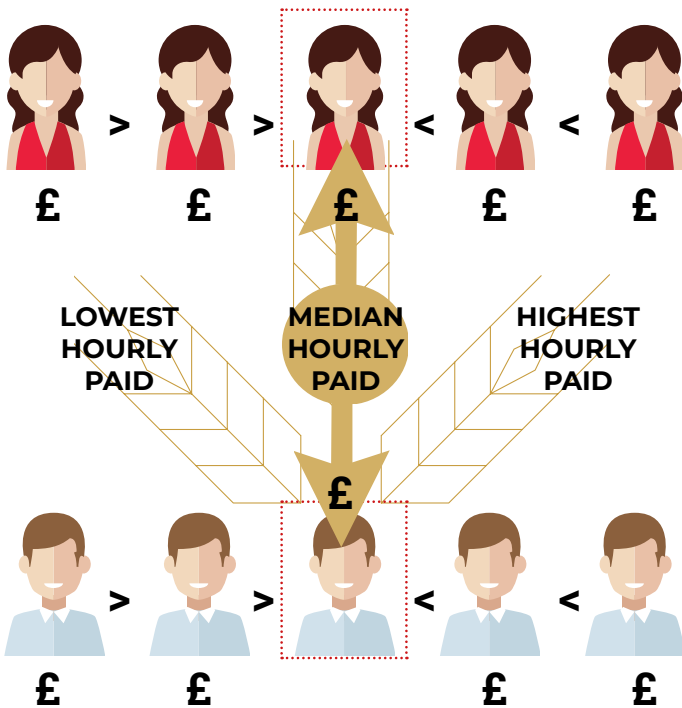
The gender pay gap shows the difference between the average earnings of men and women. The UK national average informs us that on the whole women earn 14.4% less than men.\*

Biscuit International UK are committed to breaking down gender barriers.

- Proportion of Males Receiving a Bonus Payment
- Proportion of Females Receiving a Bonus Payment
- Proportion of Males & Females in each Quartile Pay Band



## 2. MEDIAN DIFFERENCE CALCULATION



**DIFFERENCE=**  
**Median Hourly Pay Gap**

# — Gender Pay Summary 2023/2024

## We continue to improve the gender pay gap year on year.

Our initial gender pay gap calculation is equal to 26.2% however, this initial calculation is artificially inflated due to the inclusion of **senior group** employees, who are UK residents, being added to the UK payroll. The higher than average earnings of these senior personnel artificially impacts our initial calculation.

Over the last year, we have had several senior male members from Biscuit International Group join BI UK payroll. This is primarily because our location positions us as the most suitable pay base for these group employees. We are the only UK-based facility among the 32 production sites across Biscuit International's European manufacturing base.

Group management team members included in UK payroll have 100% group functions and are not involved in any of BI UK's daily operations or local decision-making.

Furthermore, payroll costs for these positions are re-invoiced back to Group Holding, both from an accounting and a financial stand point, and as such they are not included in the final gender pay gap calculation.

The final calculated result opposite therefore is a more accurate and true representation of the gender pay gap position at BI UK.



The goal for 2023 was to improve upon the gender pay gap at BI UK, which stood at 15.1%. We are pleased to report that our final calculation for 2023 reveals a decrease to 13.7%, indicating a reduction of 1.4% compared to the previous year.

This is a positive result and the good work we are implementing does not stop there, as we continue to introduce new policies and improve procedures, whilst recognising & supporting transparency and gender equality in our people strategy.

As a result of this we have seen significant positive response from employee survey results and we continue to be fully committed to being an employer of choice.

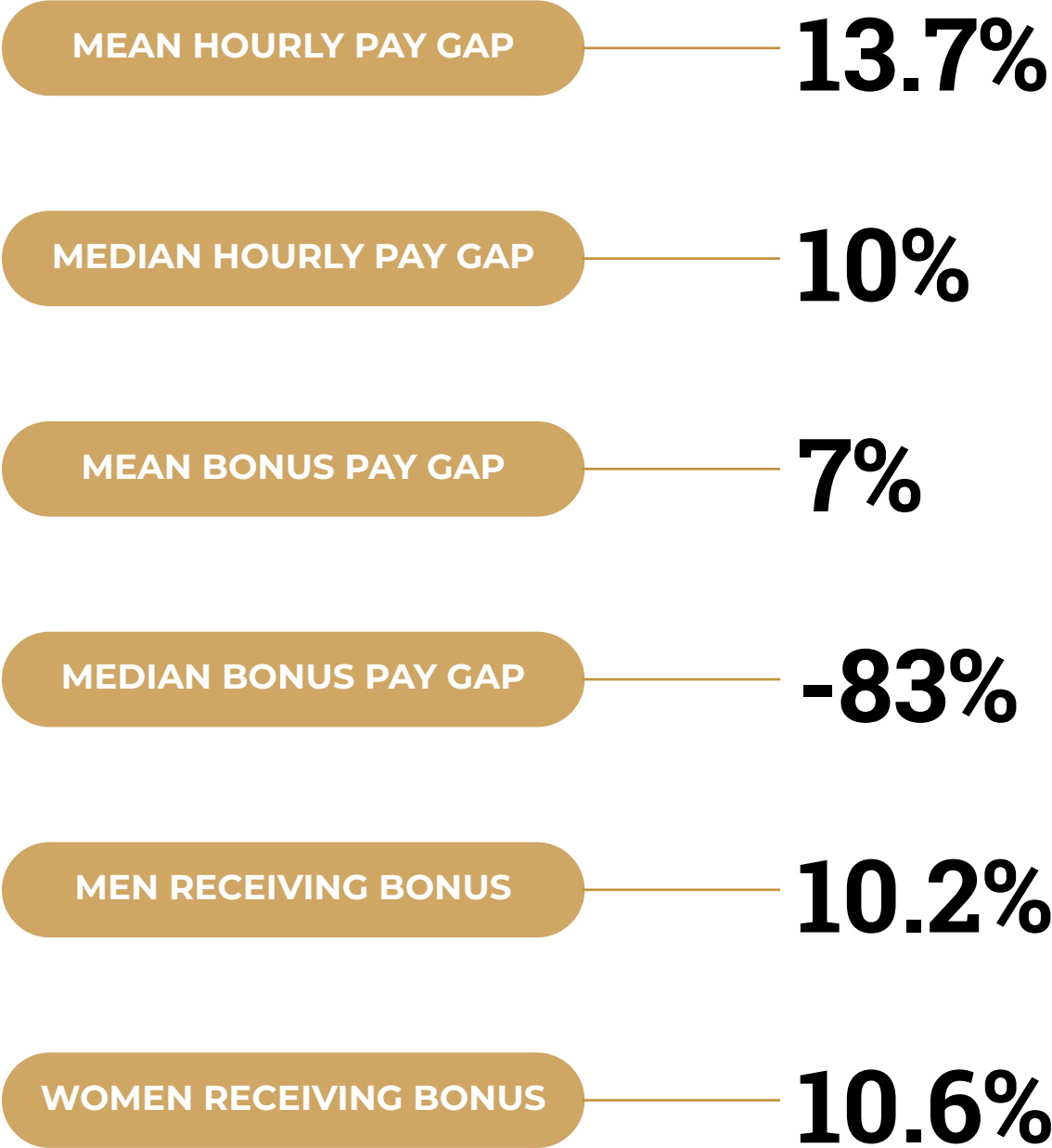
The mean hourly pay gap at BI UK of 13.7% outperforms the overall UK gender pay gap reported by the Office for National Statistics (ONS) of 14.4%.

Our Mean Hourly  
Pay Gap calculation  
= reduction of -1.4%  
year on year.



Our latest mean hourly pay gap calculation at 13.7% shows a fall of 1.4% on the previous year. This figure is lower than the UK National figure of 14.4%.

**BISCUIT INTERNATIONAL UK: GENDER PAY GAP BY THE NUMBERS**



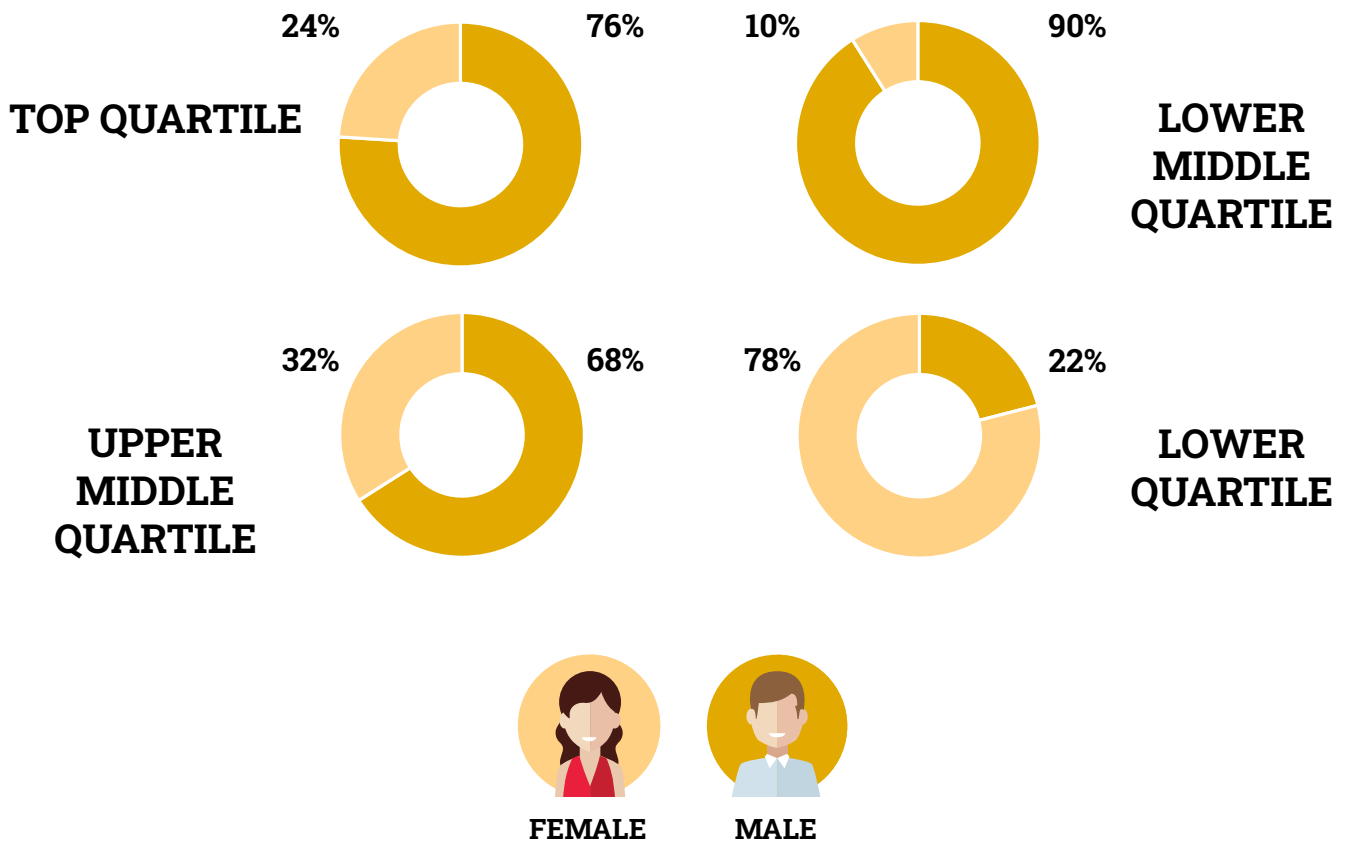
The UK Overall pay gap improved from 15.4% to 14.4%\*

# — Quartile Pay Bands

**Quartile pay bands = the proportion of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.**

## How we calculate pay quartiles:

Rates of pay are placed on to a list in order of value. The list is then divided into four equal sections, these are known as quartiles. Each quartile shows a percentage of how many men and women are within each quartile.



The overall BI UK gender split equates to 62% male, which highlights areas of the business which are unrepresented by women. However, the figure does show a slight improvement from 63.37% in 2022. We appreciate the industry is challenged in this area and we continue to promote equality & diversity across all quartiles.

Whilst there has been a significant shift in the gender split in the lower quartile with only 22% male, we will strive to address the imbalance across all other quartiles moving forward. As a business we will continue to update all of our policies in line with current legislation and we will continue to promote equality, diversity and inclusion in all our processes and procedures.

# — Closing the gender pay gap

## Gender equality at Biscuit International is a process of continuous improvement built on four pillars.

Here at Biscuit International UK we are a team committed to all initiatives that will help us to break down any barriers or obstacles to enable all genders to work across our facility, supporting and promoting equality at every opportunity.

Whilst we continue to be underrepresented by women on our night shift pattern, we continue to look for ways in which this shift can be more attractive to women.

Working together, we continue to build and promote a work culture of diversity, inclusivity, working collaboratively towards our future goals.

We will continue to focus and prioritise on all aspects of diversity & inclusion, ensuring any gender imbalance at BI UK is front of mind and is always considered.

Looking forward to 2024 and beyond we have reviewed our critical areas of focus from our 2023 report and we will continue with our commitment to continual improvement.

We will take a pragmatic and holistic approach to understanding the causes of our gender pay gap. As we do this, we will continue to have a focus on all aspects of diversity and inclusion, with gender taking a front seat.

BI UK Mean Hourly  
Pay Gap for 2023  
= 13.7%\*

### 1. Gender Balance in Leadership role by 2026

Our senior leadership team are committed to improving the representation of women across all levels in the workforce. We have made significant steps in female representation in senior leadership roles with 25% female representation, and 30.5% across all management functions.

### 2. Diversity Training

With continued focus on diversity, it is important that we promote these positives and ensure that we focus on raising awareness. We will promote and educate positive mindsets around gender to make positive change.

### 3. Inclusive & diverse workplace

We are focused and committed to creating a workforce that selects Biscuit International UK as their employer of choice. Providing employees a healthy work life balance through flexible work practices wherever possible. We understand the importance of work life balance, in addition to policies centred around health & safety, mental & psysical wellbeing checks, breaks, and family friendly flexible employment.

### 4. Developing talent & attracting the best

Tackling gender inequality will require us to continue to look at ways of improving our recruitment processes. For senior leadership & engineering roles we continue to improve these areas through internal growth & development. Working together with departmental leaders to create succession & development plans that level out gender equality, recruiting on a 'best candidate' basis, regardless of gender, as we continue to move forward as a progressive employer of choice.



**“We will continue focus on all aspects of diversity and inclusion, with gender taking a leading role.”**

Andrea Leith , Head of People, Biscuit International UK.

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