



WEETABIX FOOD COMPANY

2019 Gender Pay Report



WELCOME TO OUR 2019 GENDER PAY REPORT

The breakfast occasion continues to be a dynamic and evolving category, with consumers now having more choice than ever before in the mornings. The last 12 months has seen the Weetabix brand maintain its position as the UK's number one breakfast cereal and it has also been an important year in terms of our sustainability objectives.

Here at the Weetabix Food Company, we're proud to have nourished the nation since 1932 and have always been committed to working in a responsible manner to the benefit of all our consumers, customers, colleagues and partners. We're pleased to have unveiled our updated Sustainability Report this year which marks the start of our journey to strengthening our approach towards sustainability.

At the heart of our strategy is our people and we firmly believe that a company is only as good as the people within it. We are always striving to make our workplaces fair, empowering and inclusive, so people can be at their best.

This is why we've also put to paper our ongoing inclusion strategy to help our people continue to make the difference every day. Our inclusion strategy ensures we're always encouraging diverse thought, as well as an inclusive culture and workplace.

It's been elevating to see how the conversation around gender equality has developed over the last

24 months. Its importance is now discussed regularly in the national news, as well as being firmly on the agenda of executive leadership teams across the country. Gender equality has long been on the agenda here at Weetabix and I am proud we were one of the first businesses to unveil its gender pay results in 2017.

We've decided again to issue our results early this year. While we are still on a journey in terms of our gender and inclusion work, being responsible (even when no one's looking) is a fundamental part of the Weetabix culture.

It's pleasing to see we've made progress this year, closing the median pay gap by 2.1%. In the last year we've been proactively working to help us remove any pay gap, as well as removing any barriers to career progression.

I'm incredibly proud to lead a brilliant, diverse workforce at one of the UK's major food manufacturers. People and The Difference they make remains something I and the senior team here at Weetabix continue to feel strongly about. We remain committed to fostering an inclusive culture, where everyone can be their best self at work.

Sally Abbott

Managing Director,
Weetabix UK and Ireland

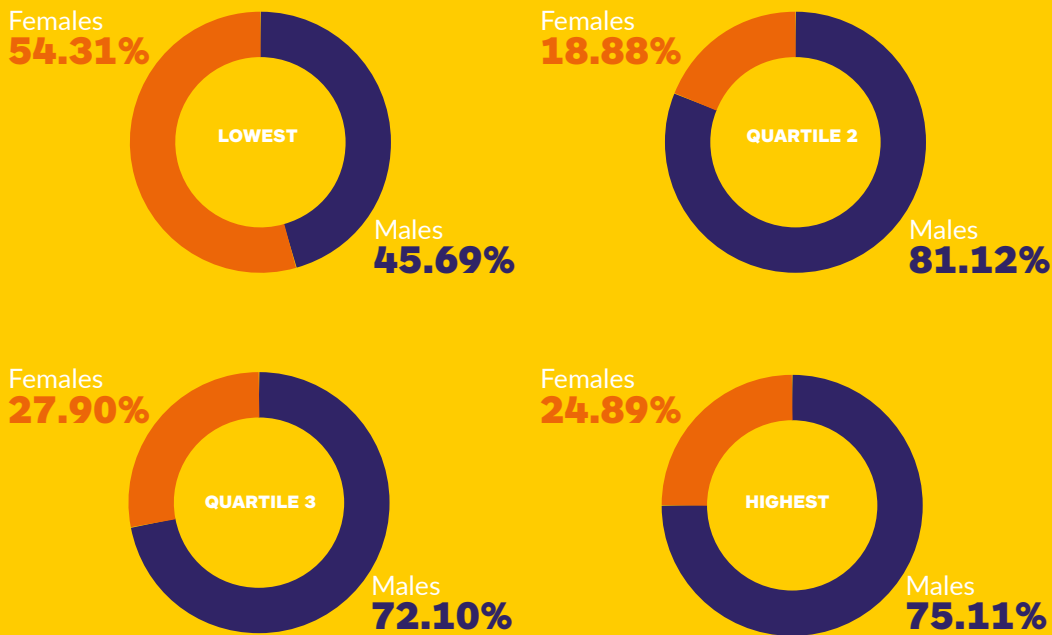


OUR GENDER PAY STATISTICS

		2018	2019	Movement to close the gap
Difference in Median Pay	Excluding bonus	8.7%	6.6%	Closed by 2.1%
Difference in Mean Pay	Excluding bonus	3.8%	5.3%	Increased by 1.5%

QUARTILE RANGES

(percentage of gender according to salary brackets)





INCLUSION WITHIN THE BUSINESS

Ensuring our people can make the difference every day

Our breakfasts are enjoyed by a hugely diverse range of people all over the world – and embracing diversity within our business practices remains a top priority. This is why we recently formulated our inclusion strategy so that we're continuing to promote inclusion in our business:

Diverse Thought – It's imperative we are building a team of diverse thinkers whilst maintaining a team that is based on talent, so we always hire the right person for the role. This pillar will weave into our recruitment, training & development and ongoing mentoring.

Inclusive Culture – We have worked hard to remove unconscious bias within the business by continuously refreshing our policies. We educate our people on the importance of being inclusive and having no preconceptions, so everyone is given the chance to be their best self at work.

Inclusive Workplace – Creating a workplace environment that is inclusive to all and allows people to reach their potential is paramount to us. We aim to create a supportive workplace, including a number of benefits such as an employee helpline and a return to work programme, as well as promoting mindfulness and looking after the well-being of our people.

We know that our diversity and inclusion journey is always evolving, requiring us to continuously review our processes. We remain committed as a business to attracting and retaining the very best talent to the business, but also to producing a fair, inclusive, and empowering workplace.

We believe people do their best work when they are themselves, so we have and will continue to make Weetabix a great place to work for everybody. After all, it's our differences that make The Difference at Weetabix.

