



# YEO VALLEY GENDER PAY GAP REPORT 2018

At Yeo Valley, we want to ensure that all of our people are fully engaged to help us to perform at the highest level. We're proud to have a truly diverse workforce working together as one team to achieve our Vision which is "to make great British Dairy, the right way. Forever".

We strive to ensure a fair and equal approach to the recruitment of our people and to offer the same broad opportunities to all within the workplace, throughout their careers with us. Diversity awareness training is provided to all to ensure that there are no obstacles to fulfilling these goals.



## WE'VE SIGNIFICANTLY REDUCED OUR GENDER PAY GAP

We have made headway in reducing the gender pay gap from 9.8% in 2017 to 7.3% in 2018. This means that women are paid on average 7.3% less than men. Our gender pay gap is significantly better than the current UK average of 17.9%, but are committed to taking further measures to continue to reduce this gap.

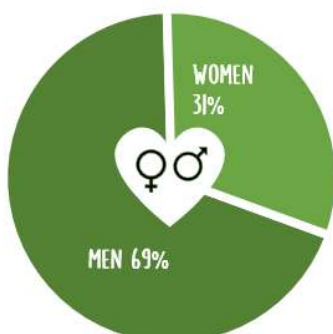
	WOMEN ARE PAID LESS THAN MEN	WHAT'S THE DIFFERENCE BETWEEN MEN AND WOMEN EARNING THE MIDDLE AMOUNTS?
GENDER PAY GAP	7.3%	0%
GENDER BONUS* PAY GAP	7.1%	16.7%

\*0.69% OF MEN RECEIVED A BONUS WITH 0.18% OF WOMEN RECEIVING A BONUS

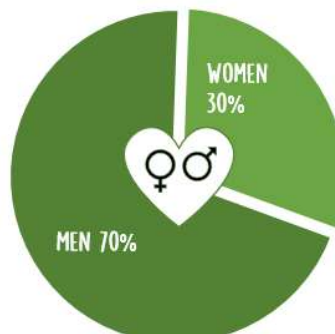


## WHAT'S THE GENDER PROFILE OF YEO VALLEY'S WORKFORCE?

TOTAL WORKFORCE

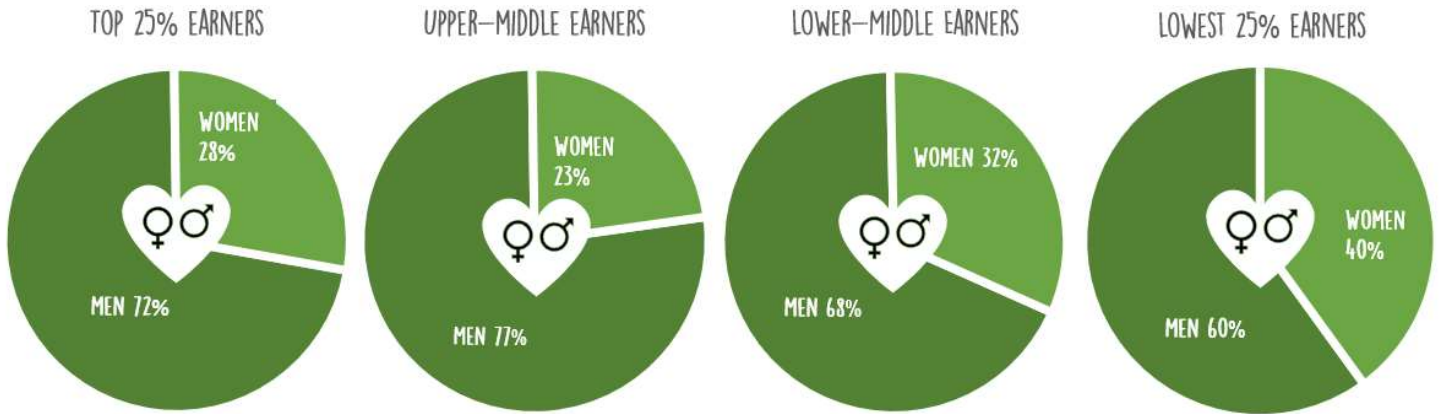


LEADERSHIP \*



\*Directors and their direct reports

# PAY QUANTILES



## HOW DID WE REDUCE OUR GENDER PAY GAP ?

We implemented a new job framework with salary management guidelines to give parameters within which our managers work to make sure that our newly developed framework is applied consistently throughout our workforce.

Our salary management guidelines were put through an Equality Impact Assessment to certify the guidelines are free from any form of bias.

We renewed our focus on employee development for all levels of the workforce.



## HOW WE'RE GOING TO MAKE A DIFFERENCE MOVING FORWARD ...

- ✓ WE'LL CONTINUE TO TRAIN ALL OUR PEOPLE IN DIVERSITY AWARENESS.
- ✓ WE'LL STRIVE TO REMOVE ANY POSSIBILITY OF GENDER BIAS THROUGH OUR RECRUITMENT AND DEVELOPMENT METHODS.
- ✓ WE'LL CONTINUE TO WORK WITH EDUCATION ESTABLISHMENTS TO INVEST IN A DIVERSE FUTURE WORKFORCE.
- ✓ WE'LL CREATE ACTIONS PLANS THAT HELP US CLOSE ANY GAPS WE MAY IDENTIFY THROUGH OUR REWARD AND ORGANISATIONAL DEVELOPMENT WORK.
- ✓ WE'LL CONTINUE TO ENSURE THAT ALL OUR POLICIES AND PROCEDURES ENCOURAGE AN INCLUSIVE WAY OF WORKING.

Anita Calverley , HR Director  
Yeo Valley Farms (Production) Ltd.

Rob Sexton, Managing Director  
Yeo Valley Farms (Production) Ltd.