

OUR 2019 GENDER PAY GAP REPORT

We are committed to respecting and embracing diversity in the workplace and to reducing our gender pay gap

What is the gender pay gap?

In the UK, businesses employing 250 or more employees are required to publish a report detailing their gender pay gap figures; this is calculated as the mean (average) and median (midpoint). The gender pay gap represents a percentage difference in the results between men and women.

As at the date of this report, we have just under 1,000 employees. The results of the gender pay gap in our workforce are set out below. We remain committed to reducing this gap in the future.

Is gender pay the same as equal pay?

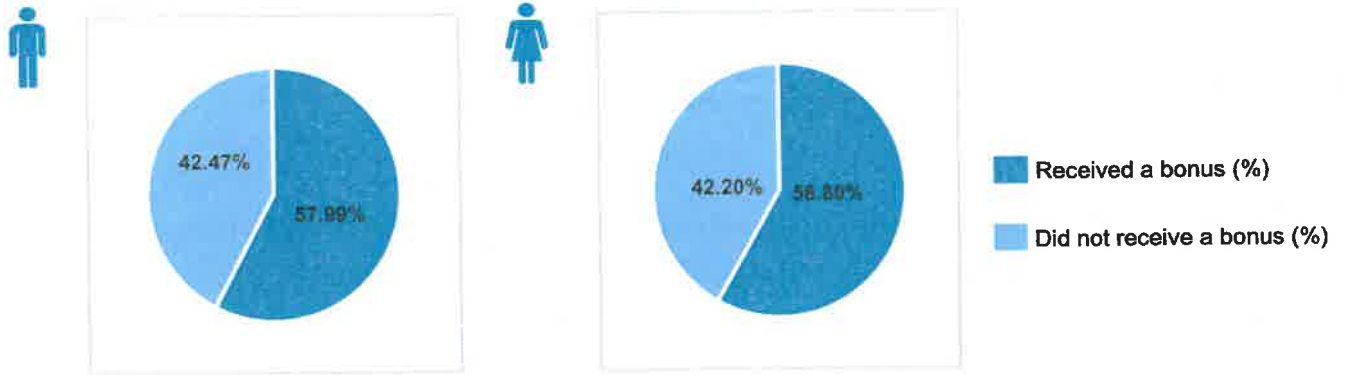
No; the presence of a gender pay gap **does not** equate to an equal pay issue. Equal pay is the requirement that men and women carrying out the same or similar roles are paid the same for the amount of work that they do. We are confident that we do not have an equal pay issue in our business.

Hourly Rate of Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly rate of pay	12.94%	7.31%
Bonus paid	22.78%	15.05%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2019). It also captures the mean and median difference between bonuses paid to male and female employees of R&R Ice Cream UK Limited in the year up to 5 April 2019 i.e. for the 2018 performance year. We believe that the median figures provide a more meaningful representation of our gender pay gap as they better reflect the vast majority of the workforce by mitigating the effect on the pay gap of the group of senior Managers.

Proportion of colleagues awarded a bonus for 2018



This shows a 0.81% difference between the number of men and women being paid a bonus for their performance in 2018, with a **higher** percentage of female employees receiving a bonus (which is the same trend as for the 2016 and 2017 bonus year).

OUR 2019 GENDER PAY GAP REPORT

Pay Quartiles

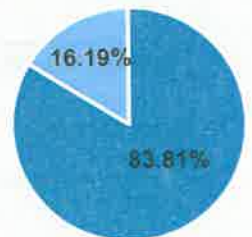
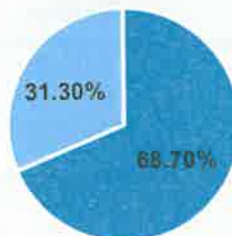


Lowest

Lower middle

Upper middle

Upper



The above image illustrates the gender distribution at R&R Ice Cream UK Limited across four equally sized quartiles, each containing just over 245 colleagues. This is a similar trend to last year.

Reflecting back & looking ahead

This is our third gender pay gap report. This past 12 months we have had a number of females promoted into key leadership roles. Three of our higher-earning female employees who were included in the calculations for our first and second gender pay reports have not been included in this year's pay gap report due to their absence on maternity leave as at 5 April 2019. Similarly, one of our highest-earning female employees has transferred across to our Group entity and therefore is not included in this report. Both of these factors have led to what appears to be an increased pay gap when compared to last year. Although the three female employees on maternity leave are included in the bonus gap figures (as is required by law), they have not received the bonus figures paid in previous years, hence, again, what appears to be an increase in the bonus pay gap. Obviously, our previous senior employee who is now with Group is not included in the bonus

report as she is no longer employed by R&R Ice Cream UK Limited. Therefore, comparing this year's pay gap figures to last year's figures can only be of limited value. Furthermore, we are delighted that the employees who were on maternity leave at the relevant time for this report have now returned/will return shortly from maternity leave and we continue to be proud of our family-friendly approach at R&R Ice Cream in addition to those females promoted into leadership roles.

We are encouraged that our pay gap remains comfortably below the UK average. Further, we are pleased that our pay gap figures are comparable to (and often lower than) our market competitors.

We recognise the benefit of a diverse workforce. However, typical to the manufacturing industry, we have a predominantly male workforce (72%) and, therefore, our figures reveal a consistently high distribution of male employees across all four quartiles.

We are confident that men and women are paid equally for doing work of the same or equal value across our business, but we are committed to reducing our pay gap. We seek to foster a culture that gives men and women equal opportunities in the workplace. We aim to put measures in place to encourage more women to apply for, and work, at the business in order to increase female representation and create a greater gender balance especially in the company's more senior roles.

I confirm the data reported is accurate.

Name: Mike Fraine

Title: Head of UK & Ireland

Signature: 

Date: 30/3/20

FRONERI

