

OUR 2020 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?

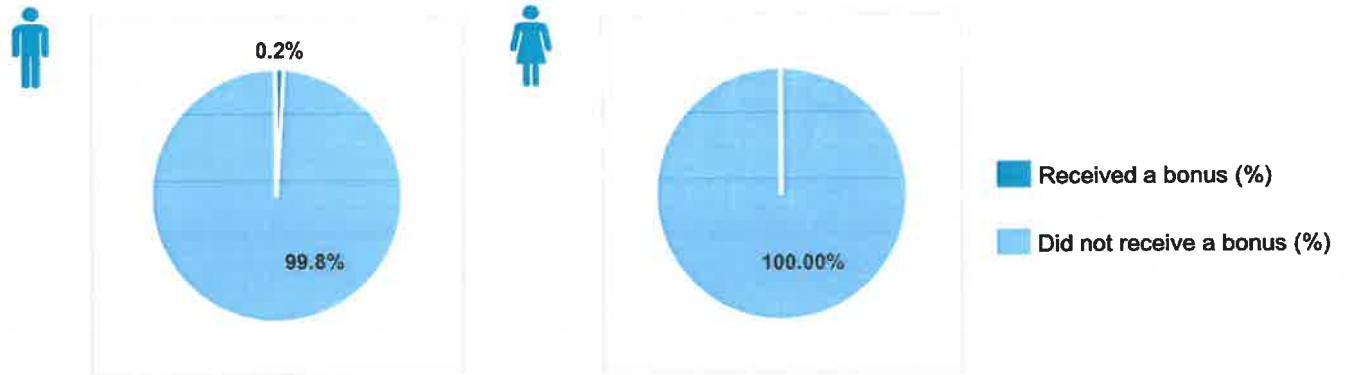
No; the presence of a gender pay gap **does not** equate to an equal pay issue. Equal pay is the requirement that men and women carrying out the same or similar roles are paid the same for the amount of work that they do. We are confident that we do not have an equal pay issue in our business.

Hourly Rate of Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly rate of pay	14.32%	7.39%
Bonus paid	100%	100%

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 2020). 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 2020 i.e. for the 2019 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 executives. The bonus gap for 2020 has been greatly distorted as only one male senior executive was paid a bonus for the 2019 performance year.

Proportion of colleagues awarded a bonus for 2019



As previously mentioned, the bonus gap for 2020 has been greatly distorted as only one male senior executive was paid a bonus for the 2019 performance year.

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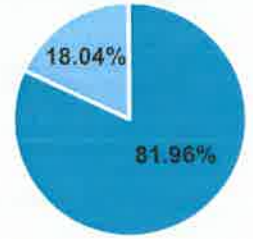
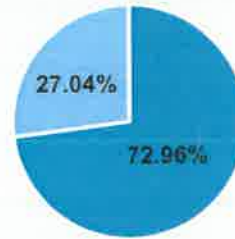
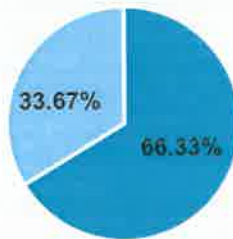
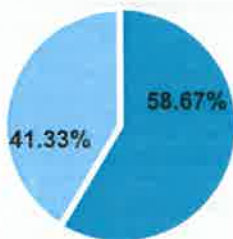
Pay Quartiles

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 under 200 colleagues. This is a very similar trend to last year.

Reflecting back & looking ahead

The results indicate slight movements in the pay gap when compared against the previous year. The Lowest and Lower Middle pay quartiles have seen the greatest movement with a 4% increase in the number of female employees in the Lowest quartile and a 2% increase in the number of female employees in the Lower Middle quartile. The Upper Middle quartile has seen virtually no change but we are proud to have seen a 2% increase in the number of female employees in the Upper quartile. We are confident that had a number of high earning female employees not been on maternity leave (and exempt from inclusion in these calculations), we would have seen further increases within those quartiles.



We continue to be proud of our family friendly approach and focus on accommodating a wide variety of flexible working arrangements.

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 (75%) and, therefore, our figures reveal a consistently high distribution of male employees across all four quartiles.

This year, and a result of our commitment to reduce any gender pay gap, we will see further increases in the percentage of female employees in the Upper Middle and Upper quartile due to completed recruitment campaigns and successful internal promotions with several women being successful candidates. We have continued our drive to adopt and promote family friendly working arrangements and we continue to support a post pandemic shift to flexible working patterns and home working whenever work allows, with further support of our continuing strategy to support working families. We recognise that this is critical to increasing the attraction of our business to women and further reducing the gender pay gap.

R&R Ice Cream UK Limited continues to be committed to fairness and equality to all of its workforce and we are confident that men and women are paid equally for doing work of the same or equal value across our business, and 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:


17/03/21

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