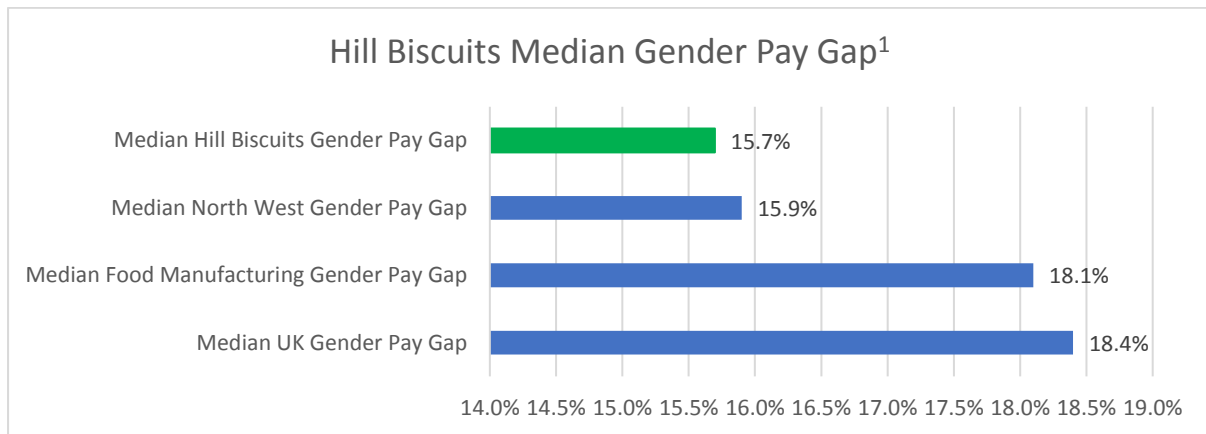




Gender Pay Gap Report 2017

It is important to firstly distinguish the difference between the gender pay gap and equal pay. Equal pay concerns the pay of male and female employees who carry out the same roles, or work of equal value. At Hill Biscuits, employees are paid equally for the same or similar jobs regardless of gender. The gender pay gap is a measure of the difference between the average pay for all female employees and the average pay for all male employees.

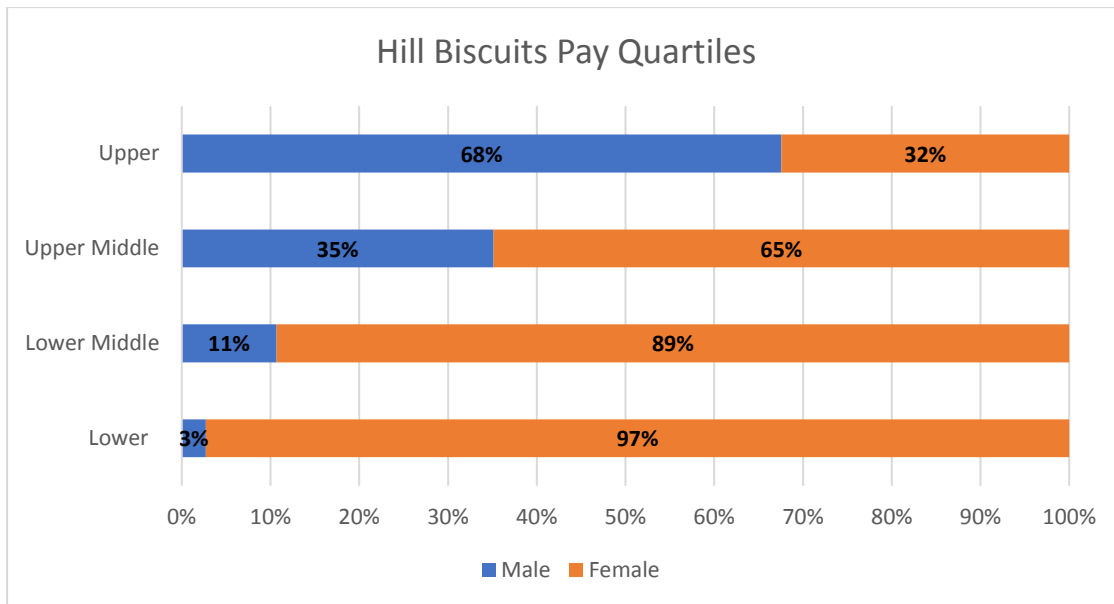


Various factors have influenced the gender pay gap at Hill Biscuits, with 94% of employees being factory based, and 73% of these employees are female. These colleagues are predominantly paid an hourly rate, many of whom choose to work part time. As set out below, 97% of the lower quartile of employees are female, due to the fact that this quartile is made up of production operatives working part time, which traditionally attracts more female than male applicants. Conversely, 73% of the management team and all of the engineering team are male. Until the snapshot date of 5 April 2017, there have been no female applicants for engineering roles at Hill Biscuits.

The Mean and Median gender pay gap calculations including the bonus gender pay gap measures are provided below.

Mean gender pay gap 31.1%	Median gender pay gap 15.7%
Mean bonus gender pay gap 82.1%	Median bonus gender pay gap 95.0%

As part of the Gender Pay Gap reporting process, employers have been asked to split their workforce into four groups based on pay, and to show the proportion of male and female employees in each quartile



The proportion of male and female employees receiving bonuses were: Male 15.6%, Female 6.1%.

Having looked at our results in detail we have identified that the majority of our gap is as the result of having more men than women in senior management positions in the upper quartile.

We consider gender pay gap reporting to be a useful resource in highlighting why the gap exists, and will endeavour to take steps to reduce it. We remain committed to treating all employees fairly.

This report is based on data as at the snapshot date of 5 April 2017. I confirm that this data is accurate.

Brendon Banner

Chief Financial Officer

¹Source: Office for National Statistics Annual survey of hours and earnings (ASHE) gender pay gap tables (i) Work Geography Table 7.12 (ii) Industry Table 4.12