



Aviagen Turkeys Limited is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2022.

- The mean gender pay gap for Aviagen Turkeys Limited is 11.83%.
- The median gender pay gap for Aviagen Turkeys Limited is 4.27%.
- The mean gender bonus gap for Aviagen Turkeys Limited is 51.39%.
- The median gender bonus gap for Aviagen Turkeys Limited is 3.23%.
- The proportion of male employees in Aviagen Turkeys Limited receiving a bonus is 75.27% and the proportion of female employees receiving a bonus is 63.49%.

Band	Males	Females	Description
A	77.6%	22.4%	Includes all employees whose standard hourly rate places them at or below the lower quartile (£5.96-£9.64)
B	78.9%	21.1%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median (£9.77-£11.19)
C	83.7%	16.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile (£11.22-£13.77)
D	85%	15%	Includes all employees whose standard hourly rate places them above upper quartile (£13.96+)

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Aviagen Turkeys Limited’s gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Aviagen Turkeys Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Aviagen Turkeys Limited is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than

men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

How does Aviagen Turkeys Limited's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Aviagen Turkeys Limited's gap compares favourably with that of other organisations.

Evidence from the Annual Survey of Hours and Earnings (ASHE) and the Labour Force Survey (LFS) suggest that Covid-19 factors did not have a notable impact on the gender pay gap in 2021.

The gender pay gap has been declining slowly over time; over the last decade it has fallen by approximately a quarter among both full-time employees and all employees.

In 2021, the gap among full-time employees was 7.9%, up from 7.0% in 2020. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019, and so the downward trend is continuing. Among all employees, the gender pay gap increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.

At 11.83%, Aviagen Turkeys Limited's mean gender pay gap is extremely close when compared to national statistics

Sitting at 4.27% there is no gap within Aviagen Turkeys Limited's median gender pay gap.

The mean gender bonus gap and the median gender bonus gap for Aviagen Turkeys Limited are 51.39% and 3.237%, this can be explained due to the proportion of males in more senior roles.

The proportion of men at Aviagen Turkeys Limited who received a bonus in the 12 months up to 5 April 2022 was 75%, while for women this was 63% so overall extremely close.

What is Aviagen Turkeys Limited doing to address its gender pay gap?

While Aviagen Turkeys Limited's gender pay gap compares favourably with that of organisations both across the whole UK economy, this is not a subject about which Aviagen Turkeys Limited is complacent, and it is committed to doing everything that it can to reduce the gap.

I, Clay Burrows, Managing Director – Aviagen Turkeys Limited, confirm that the information in this statement is accurate.

Signed:

Date: 7th July 2022

