



WEETABIX FOOD COMPANY

2018 Gender Pay Report



WELCOME TO OUR 2018 GENDER PAY REPORT

It's been an interesting twelve months for me during my first year in charge of Weetabix UK & Ireland. During that time the business has settled into the ownership of Post Holdings and we've maintained our number one position for the Weetabix brand in the cereal market. It's also been an interesting twelve months for the grocery industry too.

While gender equality has long been on the executive leadership agenda here at Weetabix, it's been refreshing to see it escalated in importance in businesses across the country, thanks to Gender Pay Gap reporting. I am proud that we were one of the first businesses to unveil its gender pay results, six months ahead of deadline.

We're issuing our results early again this year not because they are perfect – as you'll see from this report – but because we believe it's the right thing to do. Being responsible (even when no one's looking) is a fundamental part of the Weetabix culture.

I'm incredibly proud to lead a brilliant, diverse workforce in what is sometimes a male-dominated industry. We've worked hard over the past few years to provide consistency and transparency within our decision-making process around pay to ensure our people are remunerated and rewarded based on performance and contribution alone.

It's pleasing to see we've made progress again this year, closing the mean pay gap by a further 1.6%. While our median pay may not paint such a positive picture, when you look at the reasons behind it – largely influenced by a number of our senior female team taking time out to have a family – you know we're doing something right.

People and The Difference they make remains something I and the senior team here at Weetabix continue to feel strongly about. We remain committed to fostering an inclusive culture, where everyone can be their best self at work.

Sally Abbott

Managing Director,
Weetabix UK and Ireland



OUR GENDER PAY STATISTICS

		2017	2018	Movement to close the gap
Difference in Median Pay	Excluding bonus	4.9%	8.7%	Increased by 3.8%
Difference in Mean Pay	Excluding bonus	5.4%	3.8%	Closed by 1.6%

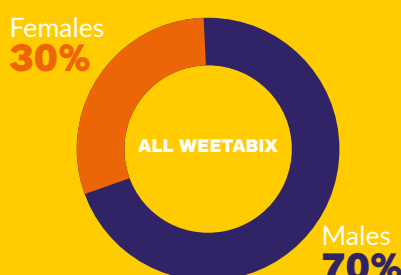
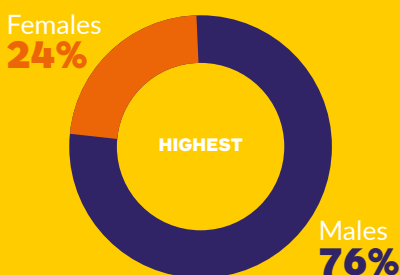
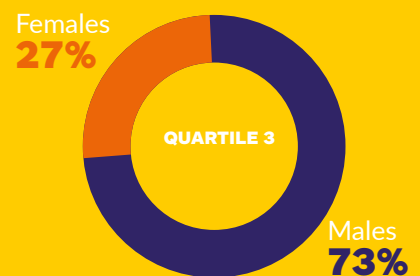
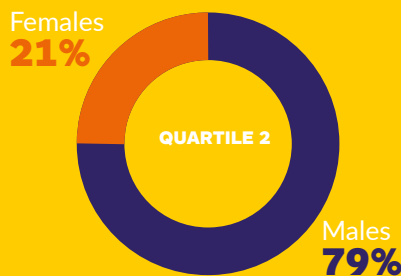
DIFFERENCE IN BONUS PAYOUT

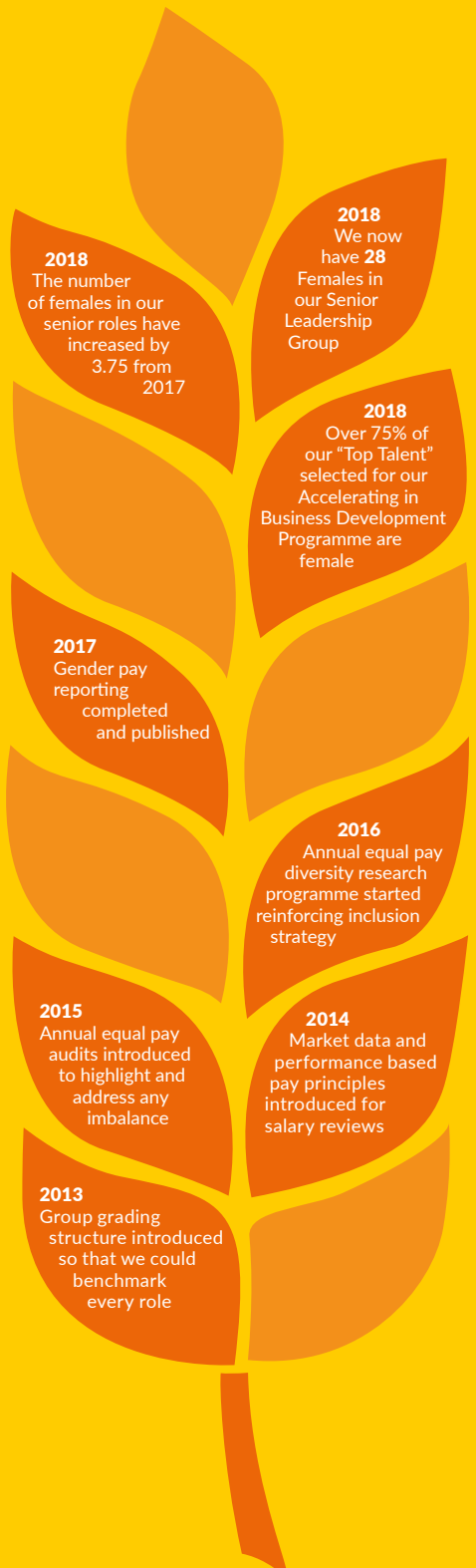
As an industry leader we set ourselves challenging targets. We've fallen just shy of these in the last two years and so no bonuses have been awarded to men or women.

However in 2016:



QUARTILE RANGES (percentage of gender according to salary brackets)





2018
The number of females in our senior roles have increased by 3.75 from 2017

2018
We now have **28** Females in our Senior Leadership Group

2018
Over 75% of our "Top Talent" selected for our Accelerating in Business Development Programme are female

2017
Gender pay reporting completed and published

2016
Annual equal pay diversity research programme started reinforcing inclusion strategy

2015
Annual equal pay audits introduced to highlight and address any imbalance

2014
Market data and performance based pay principles introduced for salary reviews

2013
Group grading structure introduced so that we could benchmark every role

A VIEW TO THE FUTURE

Continuing to make gender irrelevant in our decisions on pay

It's not just gender that's important to us at Weetabix. Our breakfasts are enjoyed by a hugely diverse range of people all over the world – and embracing diversity within our business practices remains a top priority.

We've been working hard over the past five years to promote inclusion in our business through:

Removing unconscious bias – continuously refreshing our policies and people on the importance of being inclusive and having no preconceptions so everyone is given the chance to be their best self at work.

Empowering our team – ensuring our line managers have the power to make The Difference and provide the leadership to guide the team and give them the responsibility to make them feel respected and valued.

Building a team based on talent – always hiring the right person for the role

Supporting career progression – nurturing talent and offering opportunities to let people be the best they can be.

Removing barriers – to ensure we are as fair, empowering and inclusive as possible so our people can flourish.

This is the journey we've been on so far. Whatever legislation may or may not come in the future, we remain committed to attracting and retaining the very best talent to the business.

We believe people do their best work when they are themselves, so we have and will continue to make Weetabix a great place to work for everybody. After all, it's our differences that make **The Difference at Weetabix.**

