

KERRY INGREDIENTS UK LTD

# 2019 Gender Pay Report

## INTRODUCTION

As a global business, we appreciate and value our dynamic mix of people who bring new perspectives, experiences and thought leadership to enable our organisation to continuously grow and innovate for our customers. We are committed to promoting diversity, particularly increasing our gender and cultural diversity in leadership roles and also creating a positive and inclusive work environment where everyone can be at their best, contribute to our success and excel personally and professionally.

Our refreshed diversity, inclusion and belonging strategy, informed by inputs from our people, as well as external best practice, is fully aligned with business and talent objectives. We focus on raising awareness of this important priority through continued education and training, whilst building and strengthening partnerships within our communities.

In respect of gender pay equality, we will continue to proactively monitor the pay of male and female colleagues doing similar roles to ensure it is comparable. We appoint and promote based on merit and will continue to encourage the career development of all our people, paying attention to our promotion and recruitment practices with regards to gender, to support greater female representation at all levels.

Highlights from 2019 include:

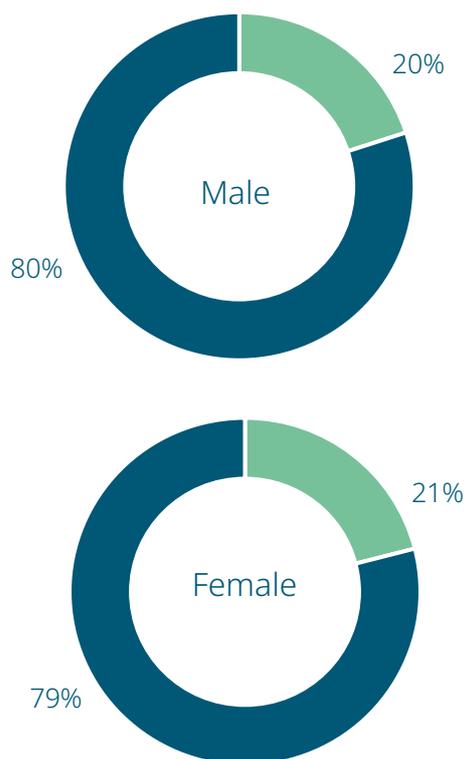
- > Establishing employee-led Diversity, Inclusion & Belonging committees in many locations; these committees actively raise awareness of this important agenda, educate and inspire our people to work together to promote global and local events that foster a more positive and inclusive work environment for all.
- > Continuing to strengthen core strategic partnerships with recognized external bodies, focused on advancing women leaders and driving gender equity in business.
- > Collaborating with various companies, with the aim of sharing thought leadership and innovative practices for attracting, developing and retaining the diverse talent we all need to continue to grow and innovate to secure the future of our industry.

In order to continue our journey to increase gender and cultural diversity in leadership roles, we have agreed a set of measures with our executives, endorsed by our Board to ensure our leadership teams and internal talent pipelines better reflect the broader mix of capabilities and cultural diversity we have within our organisation. This will be further developed in 2020.

## What is Our Pay Gap?

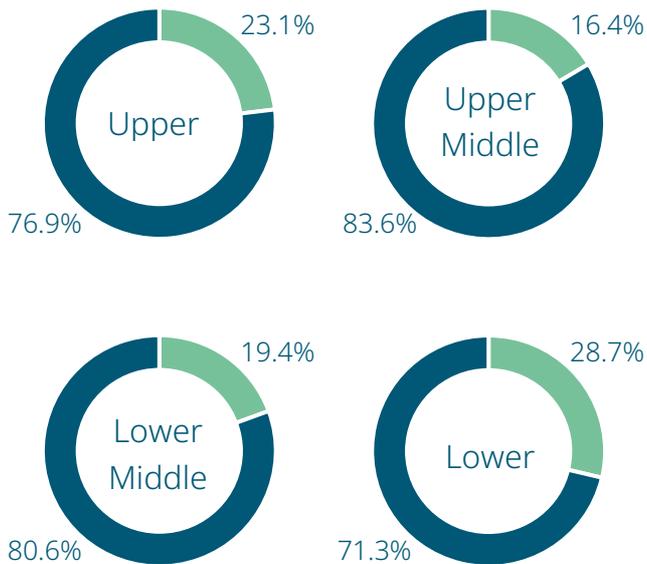
Difference between men and women	Mean (Average)	Medium (Middle)
Gender hourly pay gap	-3.0%	4.5%
Gender bonus gap	-34%	-160%

## The Proportion of Males and Females Receiving a Bonus



- No bonus received
- Bonus received

## Proportion of Males and Females in Each Pay Quartile



- Males
- Females

## What We Know About the Gap

- > Our median hourly pay gap of 4.5% continues to compare favourably with the current national UK average median gap of 17.3%.
- > Our 2019 median hourly pay gap results have remained relatively consistent with 2018 results.
- > Eligibility to participate in a bonus plan is linked to job level. In 2019 a similar proportion of men received a bonus (20% males, 21% females). Both the mean and median bonus gaps significantly favoured women in 2019 (-34% mean, -160% median).
- > We see greater differences and fluctuations in bonus gaps vs. hourly pay gaps due to varying business area results and the type of global or local bonuses in scope.

## Declaration

We confirm that Kerry Ingredients UK Ltd gender pay gap calculations are accurate and meet the requirements of the Regulations.

Malcolm Sheil  
President & CEO Kerry  
Europe

Kate Brosnan  
Vice President of HR Kerry  
Europe