



GENDER PAY GAP REPORT

SNAPSHOT DATE: 5 APRIL 2021



Why do we create a gender pay gap report?

From April 2017, all organisations that employ over 250 employees were required by law to carry out this report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Whilst we are not legally bound to publish a report as we have fewer than 250 employees, we choose to report our information internally in line with our fairness and integrity value.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men over a standard time period. The gender pay gap report is used to calculate the difference between the average earnings of men and women in our organisation, it does not measure equal pay. First Milk is committed to treating all male and female employees equally in their terms and conditions of employment including pay.

The information used to produce the reports is based on data as at 5 April 2021. The results will be available internally.



Calculations

A mean average:

For the purposes of this report, the mean pay gap is the difference between our total wage spend-per-woman and our total spend-per-man. The number is calculated by taking the total hourly for each and dividing it by the number of men and women we employ.

A median average:

For the purposes of this report, the median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. If you place all the men and women working at First Milk into two lines in order of hourly rate, the median pay gap will be the difference in hourly rate between the woman in the middle of her line and the man in the middle of his.

* The bonus calculations are taken from the 12 month period ending on the snapshot date of 5 April 2021. Only employees who received a bonus during the 12 month period ending on 5 April 2021 are included in these calculations



Our Gender Pay Gap

The median pay gap for employees across our business is -5.1%. The Office of National Statistics confirmed the UK gap fell in 2021 to 15.4% for all employees.

In First Milk, 80% of our employees are male, as is common in our environment and the wider manufacturing sector. Whilst, on the surface, it may appear that women are paid more than men, this data is impacted by our most senior role postholder in the business being female. Additionally, the greatest proportion of our female population (26%) sit in the upper quartile.

Our company bonus is based on business and individual KPIs and is paid to all eligible employees when the targets are met. The employees who have not received a bonus have either not been employed at the time the bonus was paid out or had not been employed in the business long enough to qualify for a bonus.

There were 18 employees who did not receive a bonus during the bonus period, 11 of which were female and this is due to them not being eligible due to their start date with the company. The bonus for FY22 was also not paid until June 2021 which is outside the bonus period and not included for this report. Due to a change in the frequency of our production bonus payment in 2020, our production employees bonus for FY20 and FY21 are included in these figures.

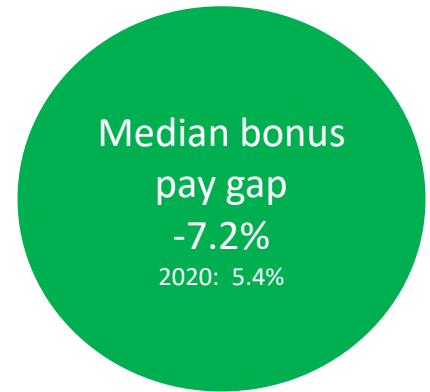
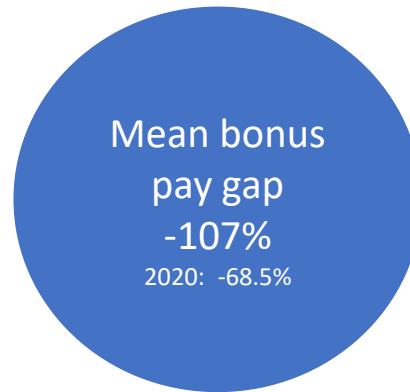
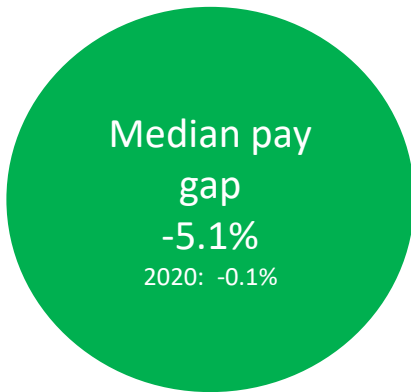
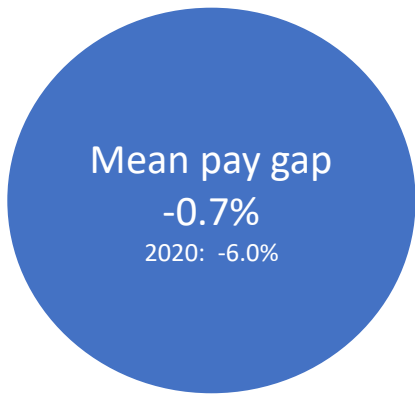


Our Gender Pay Data



Gender Pay Gap

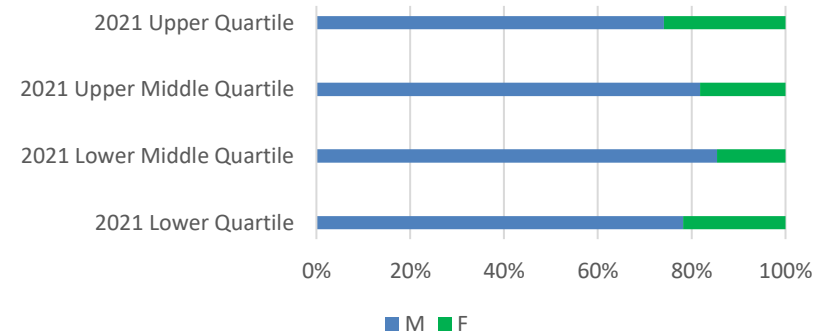
Bonus Pay Gap



Proportion of males & females receiving a bonus



Male to Female Proportion in each Quartile



Declaration



We confirm that First Milk Limited's gender pay gap calculations are accurate and meet the requirements of the regulations and the mythology provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 has been applied correctly.

Shelagh Hancock

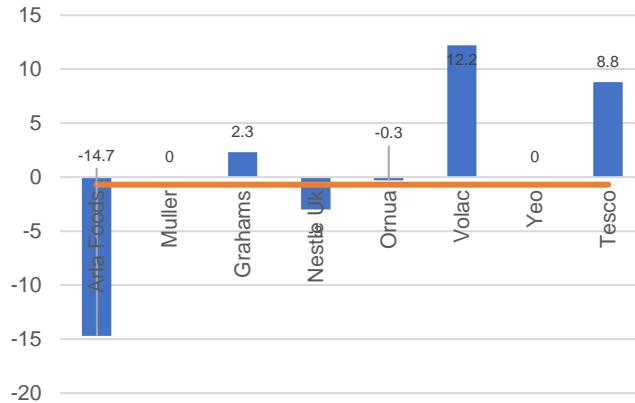
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Shelagh Hancock
Chief Executive



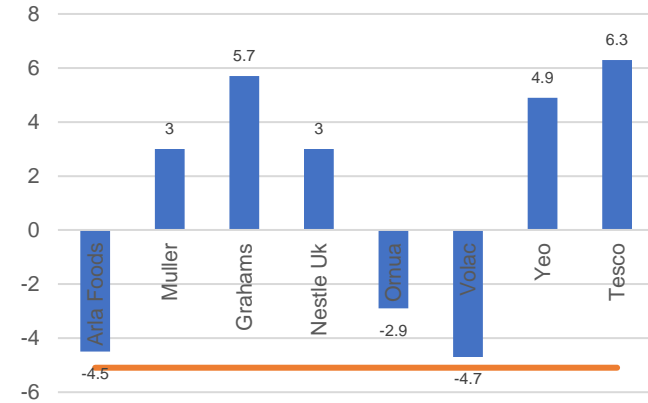
Data Comparison – internal use only



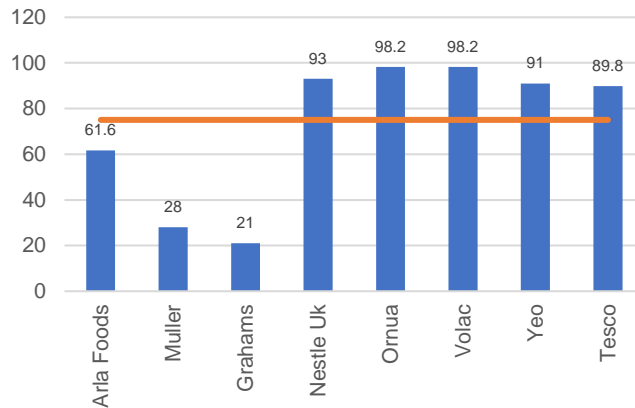
% Difference in hourly rate (Mean)



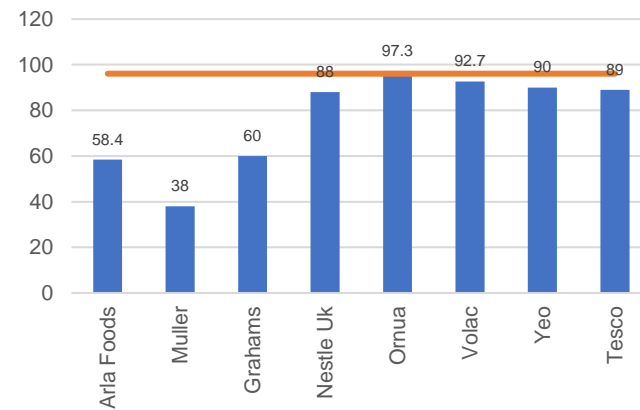
% Difference in hourly rate (Median)



% Who received bonus pay (Women)



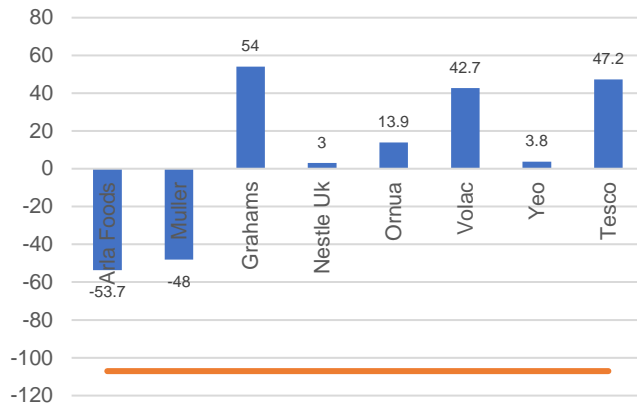
% Who received bonus pay (Men)



Data Comparison – internal use only



% Difference in bonus pay (Mean)



% Difference in bonus pay (Median)

