



Our Gender Pay Gap

Creative Foods is an equal opportunity employer dedicated to utilising our most important asset – our people. Harnessing the power of all colleagues, both male and female, is extremely important.

Our workforce continues to reflect a diverse and modern society, and we welcome the opportunity to report our gender pay gap data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

In our 2021 and 2022 reports we acknowledged that there is always more to do. We continue to support women in reaching their full professional potential by focusing on the following key areas: changing perceptions in the workplace, moving inclusion up the agenda, strengthening networks and creating visible role model, and gender-proofing working practices and patterns.

We can see that this focus has yet again shown success as in our 2023 report we can see an increase in women in roles in the third quartile. The bonus data reported clearly shows we are working hard on creating gender pay equality.

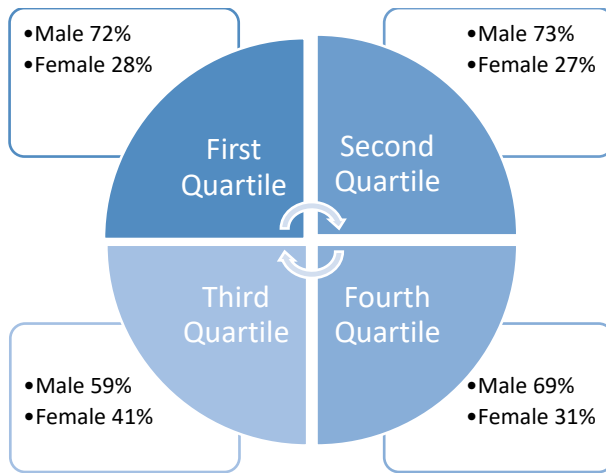
We will continue to build on putting in place further initiatives in areas such as recruitment, mentoring, promoting equality and further monitoring, to improve our position over the coming 12 months.

I can confirm that our data is accurate.

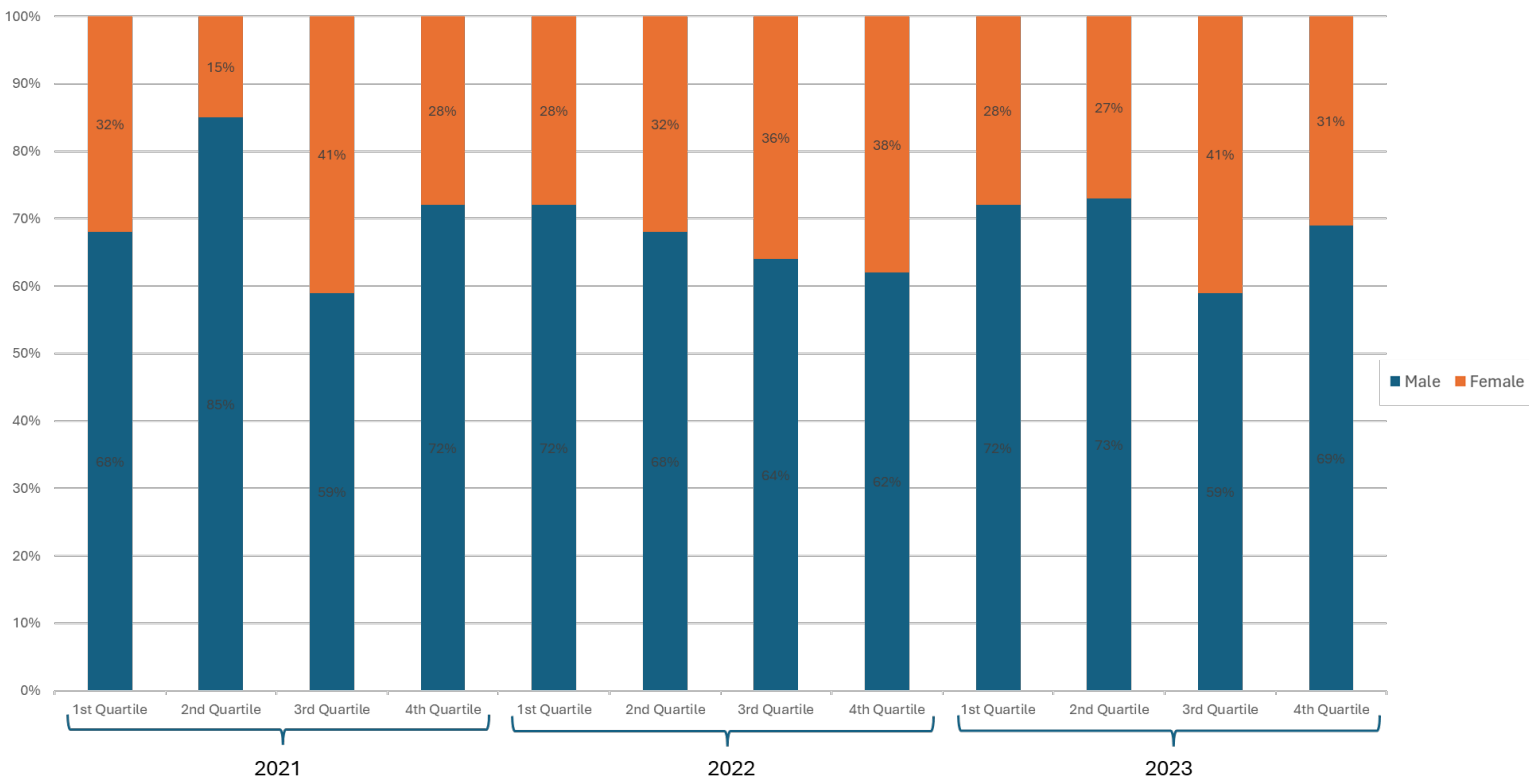
Amie Harbron
Head of People UK



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|---------------------|------|-----------------------|-----|
| Gender Pay Gap Mean | -10% | Gender Pay Gap Median | -4% |
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Gender Pay Progression



| <u>Bonus</u> | Percentages |
|----------------------------|-------------|
| Gender Bonus Mean | -531% |
| Gender Bonus Median | -37% |
| % Receiving Bonus | 2% M / 2% F |