

Heron Foods Limited – Gender Pay Gap Report 2023

General employees in Company

Gender	Number	Percentage
Males employees	1838	34.3%
Females employees	3519	65.7%

As a company that employs over 250 employees, we are required to publish details of any gender pay gap within our organisation. At Heron, we welcome this new development and are committed to promoting equal opportunities in employment. These statistics have been uploaded to the Government portal and the data is presented as at 5th April 2023.

Hourly Pay & Bonus Gap

Item	Mean	Median
Hourly Pay Gap	21.2%	4.8%
Bonus Pay Gap	36.5%	48.7%

**(based on the Annual Survey of Hours and Earnings, Office for National Statistics)*

Quartile bands

The proportion of male and female employees in each quartile pay band is as follows:

Quartile	Male	Female
1st Quartile	31.9%	68.1%
2nd Quartile	20.7%	79.3%
3rd Quartile	27.2%	72.8%
4th Quartile	58.0%	42.0%

Proportion of employees receiving a bonus

The proportion of male and female employees who received bonus pay is as follows:

Males Paid Bonus	28.1%
Females Paid Bonus	4.2%

I declare that the data presented above is accurate, as of 5th April 2023.

Tony Dobbs, MD, Heron Foods Ltd
July 2023