

Heron Foods Limited – Gender Pay Gap Report 2025

General employees in Company

Gender	Number	Percentage
Males employees	1894	35.9%
Females employees	3380	64.1%

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 2025.

Hourly Pay & Bonus Gap

Item	Mean	Median
Hourly Pay Gap	12.9%	4.7%
Bonus Pay Gap	40.5%	44.4%

Quartile bands

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

Quartile	Male	Female
1st Quartile	35.5%	64.5%
2nd Quartile	24.2%	75.8%
3rd Quartile	32.1%	67.9%
4th Quartile	53.1%	46.9%

Proportion of employees receiving a bonus

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

Males Paid Bonus	27.0%
Females Paid Bonus	4.6%

I declare that the data presented above is accurate, as of 5th April 2025.

Tony Dobbs, MD, Heron Foods Ltd
July 2025

