



## Our Gender Pay Gap

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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 already reflects 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 report we acknowledged that there is always more to do. We have supported 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 started to show success as in our 2022 report we can see an increase in women in roles in the second and the fourth quartile.

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

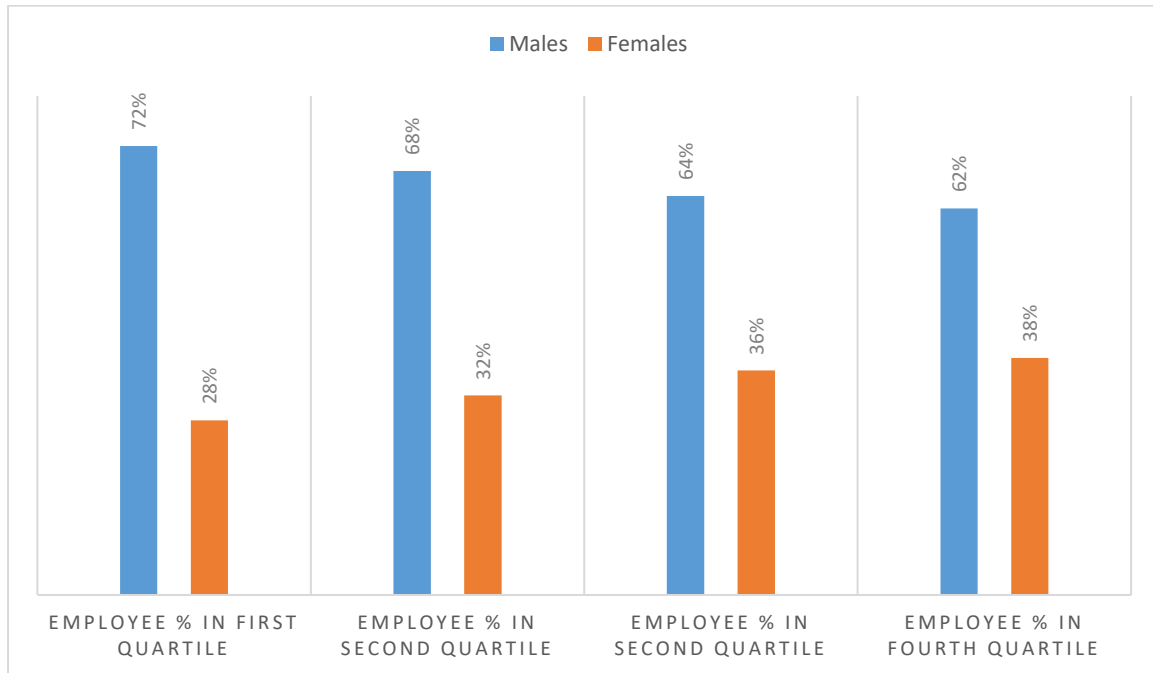
Hannah Knight  
HR Director

Total No of Employees	420	Male Employees	282	Female Employees	138
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	MALES	FEMALES
Employee % in First Quartile	72%	28%
Employee % in Second Quartile	68%	32%
Employee % in Second Quartile	64%	36%
Employee % in Fourth Quartile	62%	38%

Gender Pay Gap Mean	6%	Gender Pay Gap Median	-10%
Gender Bonus Gap Mean	0%	Gender Bonus Gap Median	0%

## April 2022 Data



## April 2021 Data

