



**BBF (Holdings)
Limited**

2023

**Gender Pay Gap
Report**



Bright Brilliant Fabulous



Gender Pay Gap Report Overview

BBF (Holdings) Limited (“BBF”) is one of the UK’s leading ambient cake and chilled desserts manufacturers of retailer own label, licenced and branded cakes, employing over 1300 people across the UK.

The UK Government’s Gender Pay Gap legislation requires all companies in the UK with more than 250 employees to publish their gender pay gap on an annual basis.

BBF is presenting the gender pay gap information on a consolidated basis for all of its UK sites and reflects data extracted from 5 April 2023.

Our overall mean gender pay gap for 2023 is 3.60% and the median pay gap is 5.60%. This is a reduction from 6.90% and 9.00% respectively in 2022.

On 5 April 2023, BBF employed 1353 people, 812 males and 541 females at its UK sites. To help explain the data, it is important to understand that 90.54% of roles within our business are based in our bakeries, the teams are paid the same rate according to their job role, with no difference between men and women who undertake the same role. Of the bakery-based roles 62.37% of employees are male, 37.63% female, compared to 37.50% male and 62.50% female in our office environments.

Our gender pay gap arises from an unequal distribution of men and women across the organisation, with more males occupying senior and higher skilled, higher paid roles. Since we began reporting our pay gap there has been a direct correlation between the highest percentage of women falling into the lower quartile and the lowest percentage of females being in the upper quartile, with the exact reverse being true of males. We have now seen a positive movement in this year on year, with the highest proportion of females now falling into the lower middle quartile. Whilst still prevalent, the distribution of males and females in the upper middle and upper quartiles has also reduced.

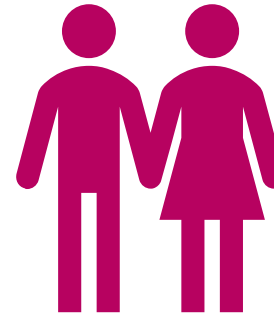
We believe the disposition in our quartiles is due to a historic over representation of males in managerial roles within our manufacturing facilities and senior roles across the business. Skilled operatives and roles that attract premium pay rates for working unsocial hours, predominately occupied by males, have also contributed to our pay gap, we believe this is indicative of the manufacturing industry. The positive movement in our pay gap seen between 2022 and 2023 has arisen from opportunities becoming available through attrition and females progressing within the business and/or being recruited into these roles. In addition, more males are now employed than females for the first time since our reporting started in the lowest paid, unskilled roles, with more females occupying the skilled bakery roles, where pay is highly structured based on the roles carried out.

For the reporting period for 2023 there were no bonuses awarded to any men or women.



Our Gender Pay Gap Statistics 2023

Gender Pay Gap	05 April 2022	05 April 2023
Mean Pay Gap	6.90%	3.60%
Median Pay Gap	9.00%	5.60%



In the 2023 reporting period there were no bonuses awarded to men or women

Mean Pay Gap

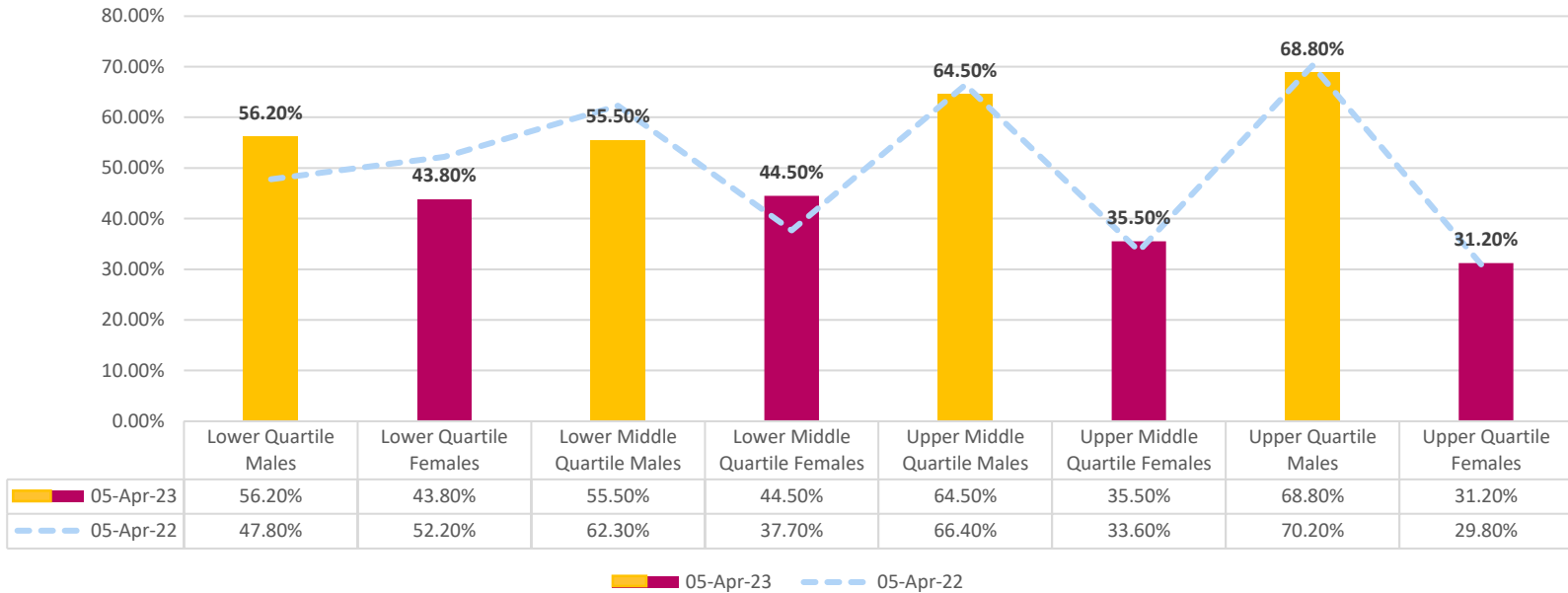


Median Pay Gap





Gender Pay Quartiles



- In all quartiles more men are employed than women, this is a key factor in our gender pay gap.
- It is important to note that men and women to receive the same payment for doing the same or similar jobs, and we have a grading system in place to ensure this.
- Whilst the quartile distribution remains consistent year on year with more females in the lower paid, unskilled roles, there has been a positive movement in our pay gap and our quartile split.
- For the first time since we began reporting our pay gap, females are no longer represented highest in the lower quartile, the highest percentage of females is now in the lower middle quartile. The gap between males and females in the upper middle and upper quartiles has also reduced positively from 2022 to 2023.
- Whilst there has been a positive movement year on year, the distribution remains vast and much broader in the higher quartiles, than in the lower quartiles between males and females, due to the number of males occupying managerial and senior roles within the business.



Reducing the Gender Pay Gap

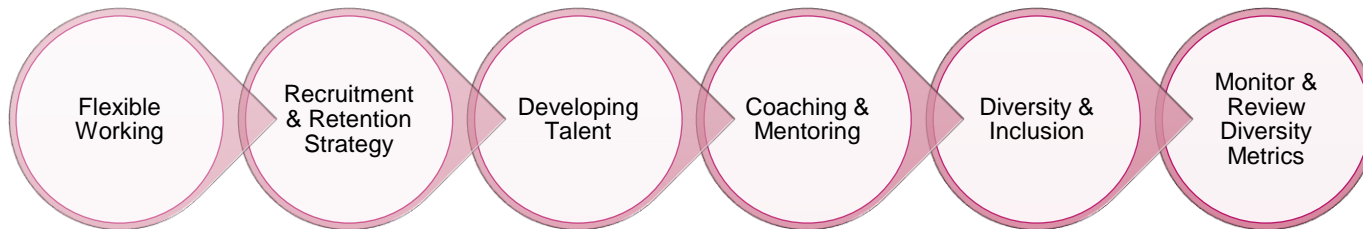
The senior leadership team at BBF are committed to reducing our gender pay gap.

We are committed to building a diverse and inclusive workforce, a number of actions have been and will continue to be taken to promote gender equality in our business.

Since our first report, we have made progress through our recruitment strategy in promoting and recruiting more female employees within BBF. Additionally, we have started on our journey to identifying and developing female talent within our business.

We recognise that we must continue to focus on initiatives to take away the barriers to women being recruited into and progressing into, skilled, managerial and senior roles within our business. These initiatives include continuing with our positive approach to flexible working, continuing to focus on gender diversity in recruitment and using talent management programmes to develop and engage high-potential females for senior roles.

BBF recognises that diversity within our workforce significantly contributes to our business performance and in making BBF a great place to work. We will remain committed to closing the gap further.





I confirm that the information and data reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

A handwritten signature in black ink, appearing to read 'J Lill', is positioned above the printed name.

Jonathan Lill
Chief Executive Officer

