



BBF (Holdings) Limited

2020

Gender Pay Gap Report





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 500 people across the UK.

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

Whilst this is our third report, this is the first time that BBF has presented the gender pay gap information on a consolidated basis for all of its UK sites and reflects data extracted from 5 April 2020.

Our overall mean gender pay gap for 2020 is 8.10%, significantly lower than the overall UK gap, 15.5% (ONS).

On 5 April 2020, BBF employed 1377 people, 847 males and 530 females at its UK sites. To help explain the data, it is important to understand that 91.07% 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. Of the bakery based roles 63.4% of employees are male, compared to 42.28% in our office environments.

Our gender pay gap arises from an unequal distribution of men and women across the organisation. When analysing our quartiles there is a correlation between the highest percentage of women falling into the lower quartile and the lowest percentage of women being in the upper quartile.

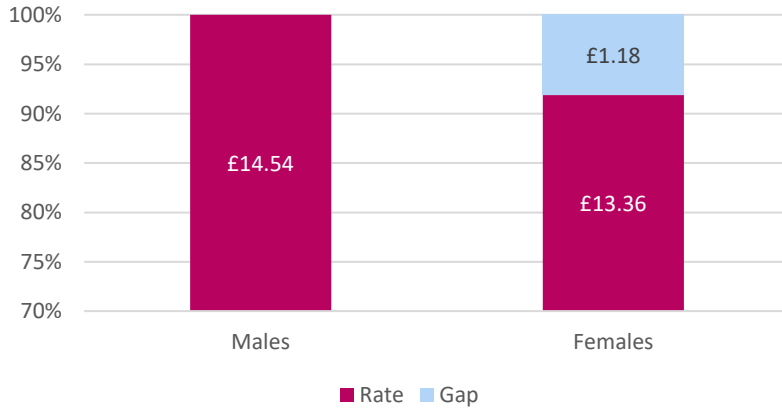
We believe the disposition in our quartiles is due to a historic over representation of men in certain roles within our manufacturing facilities. As such, across our bakeries we have been working to recruit more females, but also focussing on developing our female employees, to enable them to progress and reach the skilled and senior roles within our bakeries. However, it will take time for opportunities to become available to allow enough women to progress to have a significant positive impact on our quartile split and overall gender pay gap.

The same influences our gender bonus pay gap. Whilst the percentage between male and female employees receiving a bonus is only moderate, 1.3%, those in Senior Executive roles are predominately men, these roles attract the highest value bonuses and therefore we see a 59.7% gap in the mean gender bonus. The data for the bonus gender pay gap is also influenced by the relatively small bonus population, which amplifies the differential.



Gender Pay Gap

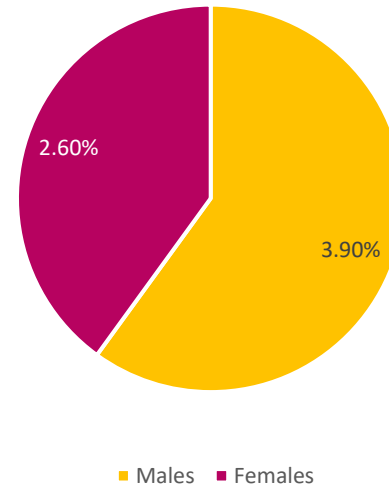
Mean Pay Gap



Median Pay Gap



Bonus Recipients by Gender

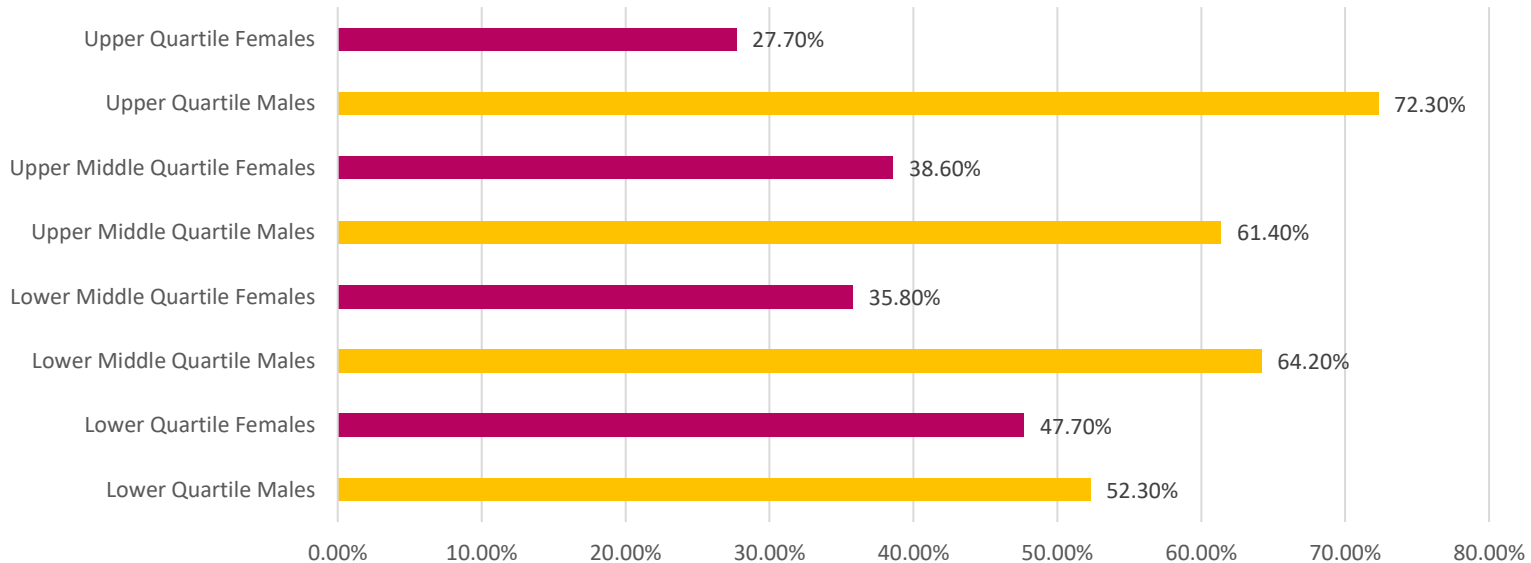


BBF Gender Pay Gap	05 April 2020
Mean Pay Gap	8.10%
Median Pay Gap	4.50%

BBF Gender Bonus Gap	05 April 2020
Mean Bonus Gap	59.70%
Median Bonus Gap	38.90%



Gender Pay Quartiles



- In all quartiles more men are employed than women, this is a key driver to 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.
- The quartile split demonstrates that women are over represented in lower paid, unskilled roles, where as men are over represented in skilled operational roles, that attract higher rates of pay.
- Another significant factor contributing the gap is the number of males in hourly paid roles that attract higher rates of pay through shift premiums, for working during unsociable hours, namely at night.
- The gap is further augmented by the number of males occupying managerial and senior roles.



Reducing the Gender Pay Gap

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

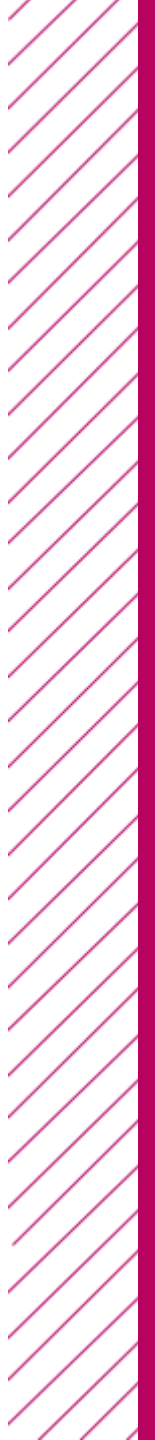
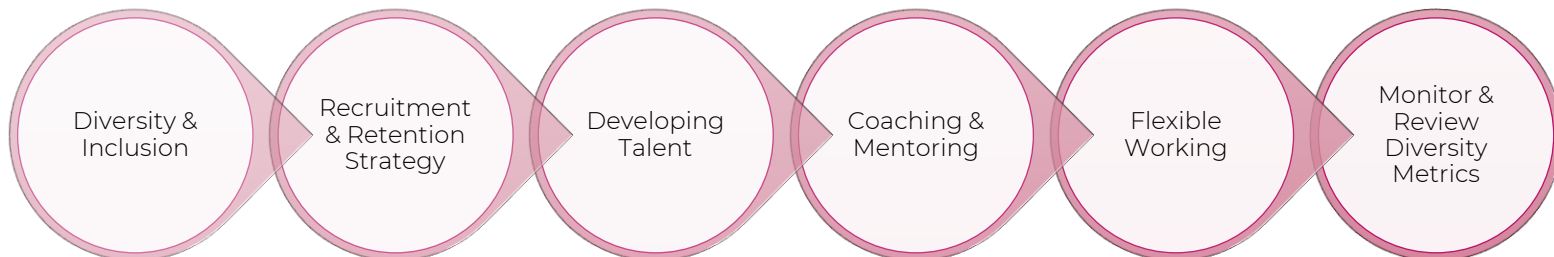
We are committed to building a diverse and inclusive workforce, a number of actions have been and will continue to be taken to promote gender equality in our business.

We have started on our journey to identifying, developing and promoting female talent within our business.

However, we recognise that we must now focus on initiatives to remove the barriers to women being recruited into and progressing into, skilled, managerial and senior roles within our business.

These initiatives include gender based training programmes, reviewing our approach to flexible working, continuing to focus on gender diversity in our entry level 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.

Jonathan Lill
Chief Executive Officer

