



**BBF (Holdings)
Limited**

2024

**Gender Pay Gap
Report**





Gender Pay Gap Report Overview

BBF (Holdings) Limited (“BBF”) stands as one of the leading manufacturers of ambient cakes and chilled desserts in the UK, specialising in retailer own label, licensed, and branded cakes, with a workforce of over 1,300 employees throughout the UK.

According to the UK Government’s Gender Pay Gap legislation, all companies with more than 250 employees in the UK are mandated to publish their gender pay gap annually.

BBF is reporting gender pay gap data on a consolidated basis for all its UK locations, reflecting figures gathered as of 5 April 2024.

For the year 2024, our overall mean gender pay gap is recorded at 6.2%, while the median pay gap stands at 6.0%.

As of 5 April 2024, BBF employed a total of 1,332 individuals, comprising 811 males and 521 females at its UK sites. While BBF is committed to ensuring equal pay for equal work, which guarantees that men and women receive the same remuneration for identical roles, a gender pay gap persists. This gap is not indicative of unequal pay; rather, it arises from the distribution of men and women across various roles and levels within the business.

Operating within the manufacturing sector, BBF has over 90% of its roles based in bakeries, where a consistent grading structure is implemented. Within these bakery-based positions, 63.28% of employees are male, while 36.72% are female, contrasting with 38.93% male and 61.07% female in our office settings.

Several factors play a role in the current gender pay gap. A greater number of female employees occupy lower-paying positions within the business. These roles often involve routine operational tasks that do not command skilled or managerial pay rates, nor do they typically offer premiums for unsociable hours. Historically, men have been more likely to advance into skilled, team leader, and managerial roles, which tend to offer higher base salaries. Positions that include unsociable hours and associated premium payments are more frequently held by men, contributing to the overall pay gap, even when base salaries are equal. The gender pay gap is mainly influenced by the structure of the workforce and the types of roles held by men and women, rather than by unequal pay for comparable work.

Although a slightly higher percentage of women receive bonus payments, the majority of Senior Executive roles are occupied by men, who earn the highest value bonuses, resulting in a mean gender bonus gap of 74.9%. The bonus gender pay gap data is also affected by the relatively small size of the bonus-eligible population, which accentuates the disparity.



Our Gender Pay Gap Statistics 2024

Gender Pay Gap	2022	2023	2024
Mean Pay Gap	6.90%	3.60%	6.20%
Median Pay Gap	9.00%	5.60%	6.00%

As of April 2024, the ONS (Gender pay gap in the UK: 2024) stated;

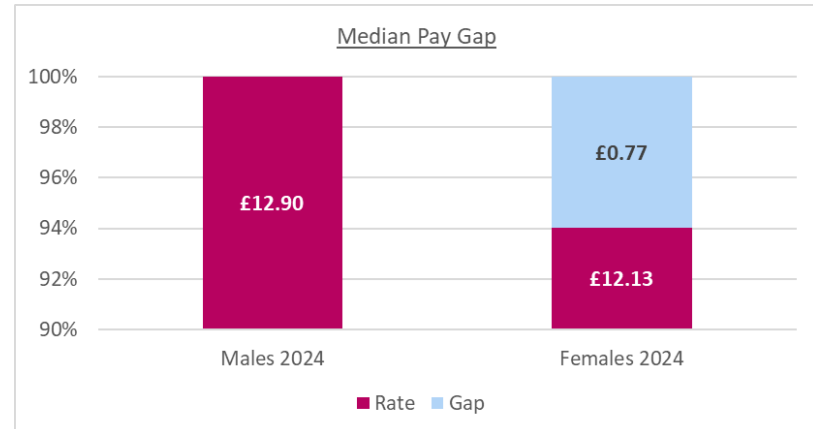
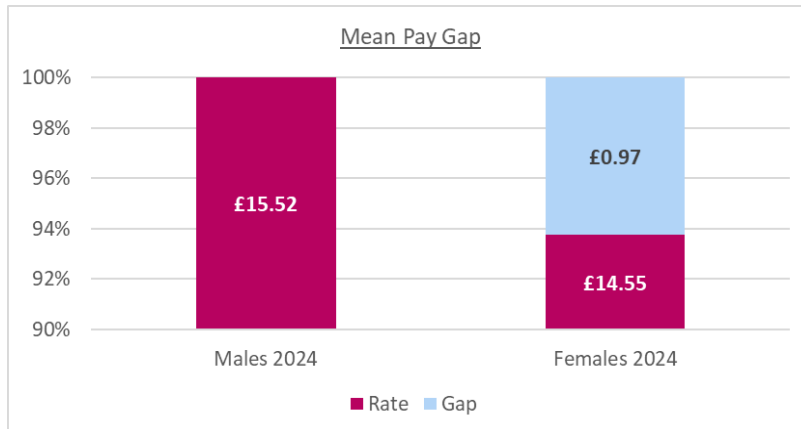
- UK mean average – 13.1%
- UK median average - 9.1%
- UK manufacturing sector mean average – 14.5%
- UK manufacturing sector median average – 14.5%

Bonus Pay Gap	2022	2023	2024
Mean Bonus Gap	74.90%	N/A	63%
Median Bonus Gap	0%	N/A	39%



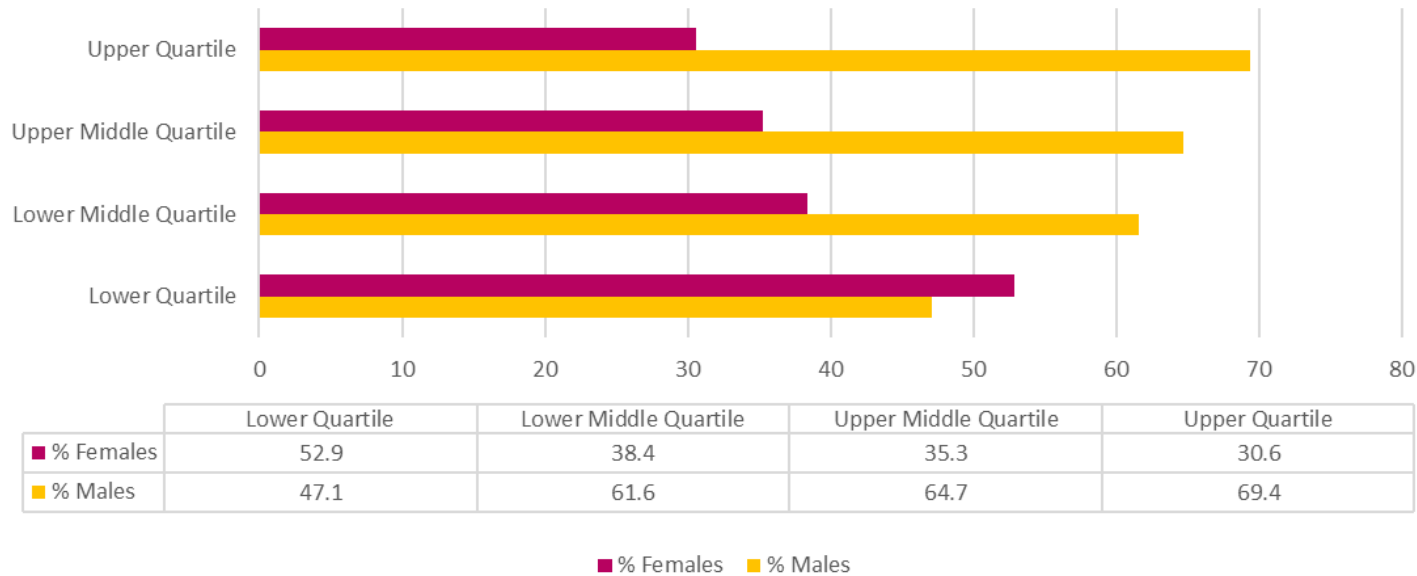
2.8% of males received a bonus

3% of females received a bonus





Gender Pay Quartiles



- The distribution of gender across the pay quartiles reveals a distinct disparity in the representation of women at different pay levels within BBF.
- In the lowest quartile, women make up 52.9% of the workforce, indicating a slight overrepresentation in the lowest-paid roles.
- The percentage of women decreases to 38.4% in the middle quartile, and further declines to 35.3% in the upper middle quartile.
- In the highest quartile, which encompasses the top-paying roles, women represent only 30.6% of employees.
- This pattern illustrates a consistent reduction in female representation as salary levels rise, with women being more prevalent in lower-paid positions and underrepresented in higher-paying roles.
- Although the quartile data does not reveal disparities for equivalent roles due to a well-defined pay grading system, it underscores a structural disparity regarding career progression and access to senior or higher-paid positions.



Reducing the Gender Pay Gap

The senior leadership team at BBF is dedicated to closing the gender pay gap.

In order to tackle the lack of women in higher-paying positions and enhance gender equity throughout BBF, we will persist in our efforts to:

Support career progression for women

- leadership training & mentoring
- Prepare women for team leader / manager roles

Review recruitment & promotion practices

- Bias-free processes
- Gender-neutral job adverts

Increase access to premium paid roles

- Flexible shifts where possible
- Ensure unsociable shifts available to all equally

Target talent development

- Identify & support high potential women
- Track internal progress

Build an inclusive workplace culture

- EDI training
- Flexible working where possible

Addressing the gender pay gap isn't just about pay – it's about opportunity, access, and progression. We will remain committed to closing the gap.





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, which appears to read 'J Lill', is written over a faint, light blue rectangular background.

Jonathan Lill
Chief Executive Officer

