

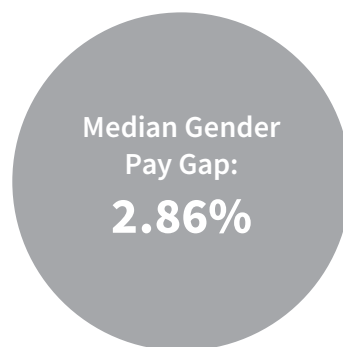
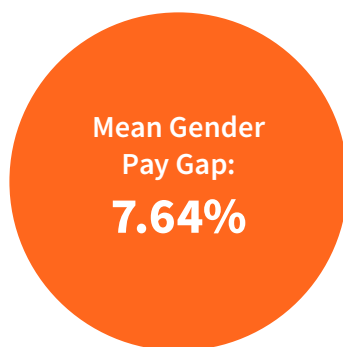
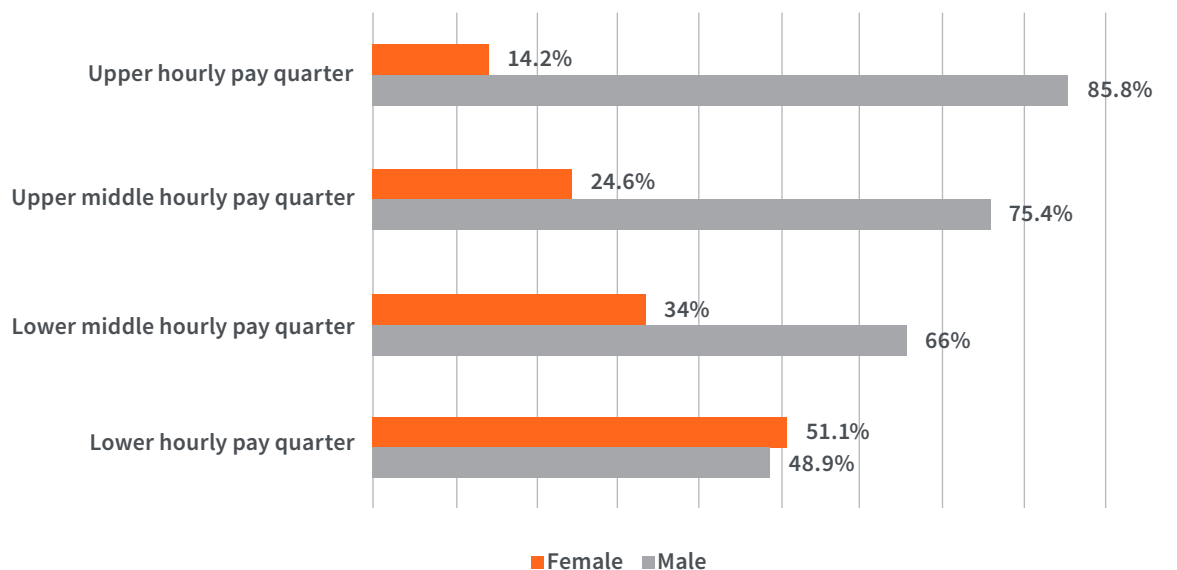


Gender Pay Gap Reporting: Wrights Food Group / 2021

Introduction

As a business with over 250 employees, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Wrights Food Group gender pay gap calculations are based on employer payroll data of a snapshot date of 5th April 2021.

Percentage of Men & Women In Each Hourly Pay Quarter



Hourly Pay Gap

Based on the 2021 Gender Pay Gap reporting, the national UK average pay gap was 15.4%. Wrights Food Group is 7.64% meaning the split of pay between our male and female colleagues is better than average.

Bonus Pay Gap

2021 saw the proportion of males and females receiving a bonus increase from 2020. The median bonus pay gap narrowed to 0%, however, the mean gender pay gap bonus widened to 34.36% in the year.

Male	71.5%
Female	74.3%

Mean Gender Pay Gap: Bonus

34.36%

Median Gender Pay Gap: Bonus

0%

Acknowledgement

I confirm that the figures and data cited within this document have been verified and are accurate, and approved on behalf of the Board of Directors of Wright Food Group on 11th March 2022.



Deborah Bolton
Chief Executive Officer