



**BBF (Holdings)  
Limited**

**2022**

**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 1400 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.

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 2022.

Our overall mean gender pay gap for 2022 is 6.9% and the median pay gap is 9.0%. This compares to 11.0% and 8.4% in 2021.

On 5 April 2022, BBF employed 1410 people, 845 males and 565 females at its UK sites. To help explain the data, it is important to understand that 91.21% 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 61.98% of employees are male, compared to 38.71% 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 direct correlation between the highest percentage of women falling into the lower quartile and the lowest percentage of women being in the upper quartile, with the exact reverse being true of males. We believe the disposition in our quartiles is due to a historic over representation of men in certain roles within our manufacturing facilities.

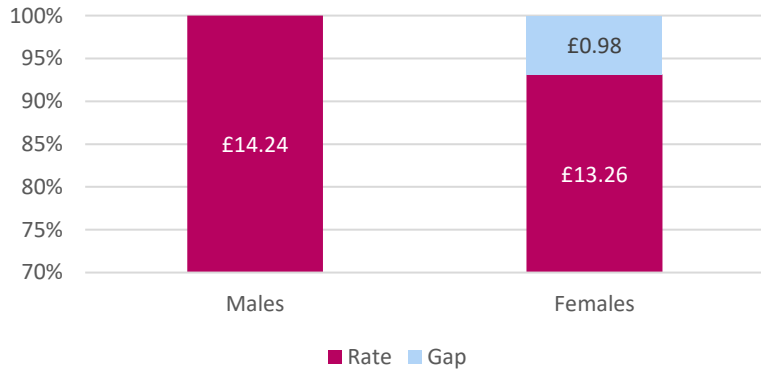
A higher proportion of women received bonus payments in 2022 versus males (19.60% v 13.00%). This compares to 2.60% of females and 3.70% of males receiving a bonus in 2021. The difference in both the amount of employees receiving a bonus year on year and the split of males to females receiving a bonus year on year, is explained by a one off incentive scheme that was implemented within the production based employees to overcome challenging supply chain issues in 2022.

We see a 74.90% gap in the mean gender bonus since those in Senior Executive roles are predominately men and these roles attract the highest value bonuses. The data for the bonus gender pay gap is also influenced by the relatively small annual bonus population, which amplifies the differential.

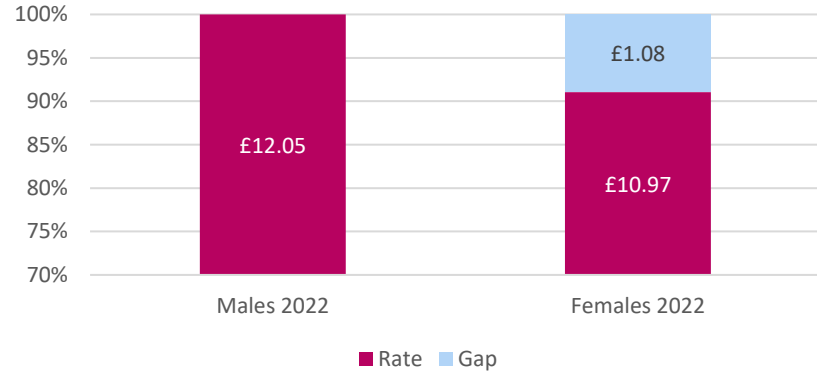


# Gender Pay Gap

Mean Pay Gap



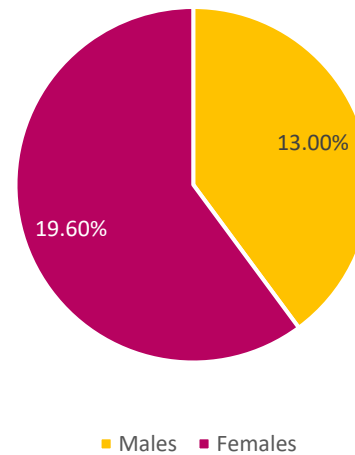
Median Pay Gap



<b>BBF Gender Pay Gap</b>	<b>05 April 2022</b>
Mean Pay Gap	6.90%
Median Pay Gap	9.00%

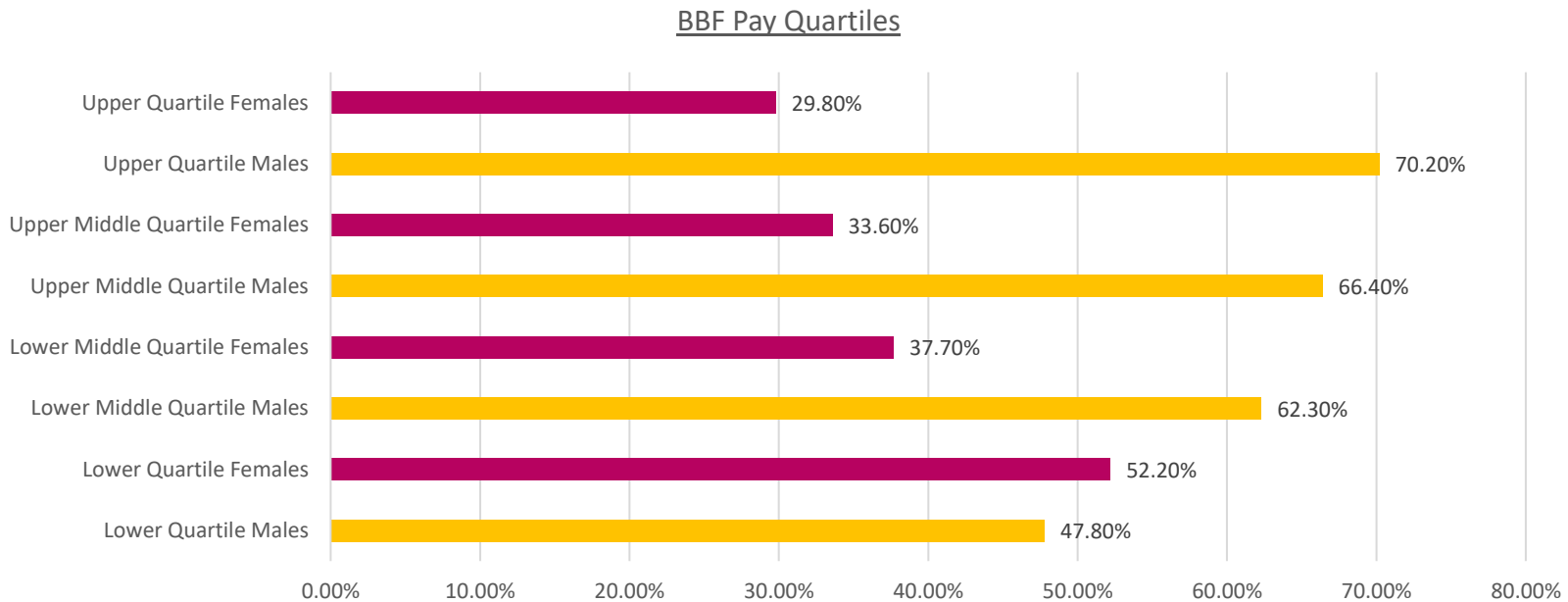
<b>BBF Gender Bonus Gap</b>	<b>05 April 2022</b>
Mean Bonus Gap	74.90%
Median Bonus Gap	0.00%

Bonus Recipients by Gender





## 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

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

**Diversity & Inclusion** - We are committed to continuing to build a diverse and inclusive workforce.

**Developing Talent** - We actively identifying, develop and promote female talent within our business.

**Recruitment & Retention** - we recognise that we must focus on initiatives to remove the barriers to women being recruited into and progressing into, skilled, managerial and senior roles within our business.

**Flexible Working** – we have a positive approach to flexible working.

**Monitor and Review Diversity Metrics** - BBF recognises that diversity within our workforce significantly contributes to our business performance and in making BBF a great place to work.







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

