



# Nomad Foods UK Gender Pay Gap Report 2020

# Introduction

Nomad Foods (NYSE: NOMD) is Europe's leading frozen foods company. Our portfolio of iconic brands, which includes Birds Eye, Findus, iglo, Aunt Bessie's and Goodfella's, have been a part of consumers' meals for generations, standing for great tasting food that is convenient, high quality and nutritious.

As a purpose-driven company focused on "Serving the World with Better Food", we know that to stay relevant to the consumers and communities we serve, we must attract, develop and retain the best and most diverse talent; wherever we operate.

At Nomad Foods, a culture of inclusion means having diverse thoughts and experience around the table. Giving everyone a voice, because together, we make better business decisions and deliver better outcomes.

As a UK headquartered company, this is our first year of gender pay gap reporting. This report, and our analysis of it, is an important part of our Inclusion & Diversity (I&D) strategy. We are committed to focussing on the facts in order to track progress and most importantly, guide our actions.

Our gender pay gap is influenced by a number of factors and we know, like many companies, underrepresentation of women in senior roles is one driver. We are undertaking detailed analysis to identify the root causes so we can ensure the actions we are taking deliver positive change.



**Stefan Descheemaeker**  
CEO Nomad Foods Europe

*"The UK gender pay gap report and analysis is an important part of our Inclusion & Diversity (I&D) strategy in Nomad, and our commitment to focus on the facts."*

# Our Findings

## Population and Reporting as at 5<sup>th</sup> April 2020

Regulations introduced in 2017 require companies with 250 or more employees to publish details of their gender pay and bonus gaps across 6 measures. In April 2020 Nomad Foods employed 303 colleagues across its UK office and factory locations in Bedford, Leeds, Hull, Gloucester and Lowestoft. This is our first year of reporting.

Pay Gap (fixed pay as at 5 <sup>th</sup> April 2020)	Median	Mean	Bonus Gap	Median	Mean
	31.7%	33.5%		33.3%	47.1%

The **median pay or bonus gap** is the difference between the midpoints of all salaries or bonuses paid when they are listed in ascending order for men and women. The **mean pay or bonus gap** is the difference between the average hourly pay or bonus of men and women. The amounts included in **hourly pay** are basic pay, allowances (car, location etc), pay for leave and shift premium pay. Any non-cash benefits are excluded. The **hours** used are the actual hours each employee is contracted for or the actual hours worked in the relevant pay period if the employee works differing hours each week.

Bonus Proportions	Women	Men
	79.9%	76.8%

**Bonus proportions** is the proportion of eligible men and women who were paid bonus pay during the relevant period.

Pay Quartiles (percentage of women in each quartile)	Band A	Band B	Band C	Band D
	47.1%	52.0%	41.3%	22.4%

**Pay quartiles** are calculated by splitting all employees in an organisation into four groups according to their standard hourly pay and calculating the percentage of men and women in each of these groups. The UK Gender Pay Reporting bands are not the same as Nomad Foods work levels and salary ranges.

**Band A: Lower Quartile**  
Employees whose standard hourly rate places them at or below the lower quartile.

**Band B: Lower-Middle Quartile**  
Employees whose standard hourly rate places them above the lower quartile and below the median.

**Band C: Upper-Middle Quartile**  
Employees whose standard hourly rate places them above the median and below the upper quartile.

**Band D: Upper Quartile**  
Employees whose standard hourly rate places them above the upper quartile.

# Our Positive Action Plan

Nomad Foods UK gender pay gaps identified were significantly above those of organisations in the same sector and industry. The gender pay gap is influenced by a number of factors and we know, like many companies, underrepresentation of women in senior roles is one driver of Nomad Foods UK pay gap. We are undertaking detailed analysis to identify the root causes of this and to identify other drivers, so we can ensure the actions we are taking deliver positive change.

## Inclusive Leadership

We believe inclusive Leadership is the most critical factor in creating equal opportunities for diverse talent in the workplace.

### In 2021 we will:

- Launch our new Shine for Women international leadership development programme designed to support progression of women into senior roles.
- Roll out an Inclusive Leadership development programme for our Senior Leaders.

## Inclusive Culture

We aim to create an inclusive workplace culture where all employees feel they belong and are valued.

### In 2021 we will:

- Continue to support development of our employee networks as a powerful force for promoting inclusion and belonging.
- Roll out a programme of conscious inclusion awareness and education to enable all colleagues to take small steps everyday to promote inclusion & diversity in Nomad UK.

## Inclusive Hiring

Inclusive Hiring enables us to connect with and hire diverse individuals through understanding and valuing difference.

### In 2021 we will:

- Audit our recruitment processes and practices and make changes to be more inclusive.
- Roll out a programme of inclusive hiring awareness and education to enable Hiring Managers and HR colleagues to attract and hire the best and most diverse talent into every role and at every level.

# Nomad Foods

Serving the world with better food

