



Nomad Foods UK Gender Pay Gap Report 2021

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.

Aligned to our purpose of "Serving the World with Better Food", we know that to stay relevant to the consumers and communities we serve and to deliver better business outcomes, we must attract, develop and retain the best and most diverse talent; wherever we operate.

As a UK headquartered company this is our second year of gender pay gap reporting. While we have made some progress versus a year ago, there is much more to do and like many other companies, we know that underrepresentation of women in senior roles is a key driver of our gender pay gap.

We are committed to focussing on the facts in order to track progress and guide our actions, and to deliver positive change.



Stefan Descheemaeker
CEO, Nomad Foods

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

Our Findings

Population and Reporting as at 5th April 2021

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 2021 Nomad Foods employed **312** colleagues across its UK office and factory locations in Bedford, Leeds, Hull, Gloucester and Lowestoft. This is our second year of reporting.

Pay Gap (fixed pay as at 5 th April 2021)	Median	Mean	Bonus Gap	Median	Mean
	28.1% (2020 31.7%)	32.5% (2020 33.5%)		29.7% (2020 33.3%)	59.5% (2020 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
	80.5%	81.5%

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
	65.3% (2020 47.1%)	49.4% (2020 52.0%)	46.2% (2020 41.3%)	24.4% (2020 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.
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Our Positive Action Plan

Nomad Foods UK gender pay gap has decreased versus a year ago but remains significantly above other 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 remain committed to the actions we are taking to 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:

- Launched our Shine for Women international leadership development programme designed to support progression of women into senior roles.
- In Q3 we will 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:

- Continue to support the development of employee networks as a powerful force for promoting inclusion and belonging.
- Rolled out a programme of 'I&D moments' to engage and educate all employees in a range of I&D topics.
- In Q3 we will roll out a Conscious Inclusion education programme for all employees to help empower everyone to be more inclusive.



Inclusive Hiring

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

In 2021 we:

- Continue to review and optimise our recruitment processes and practices and make changes to be more inclusive.
- In Q4 we will roll out a programme of inclusive hiring 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

