

GENDER PAY GAP REPORT

Nomad Foods UK

2023

Nomad Foods

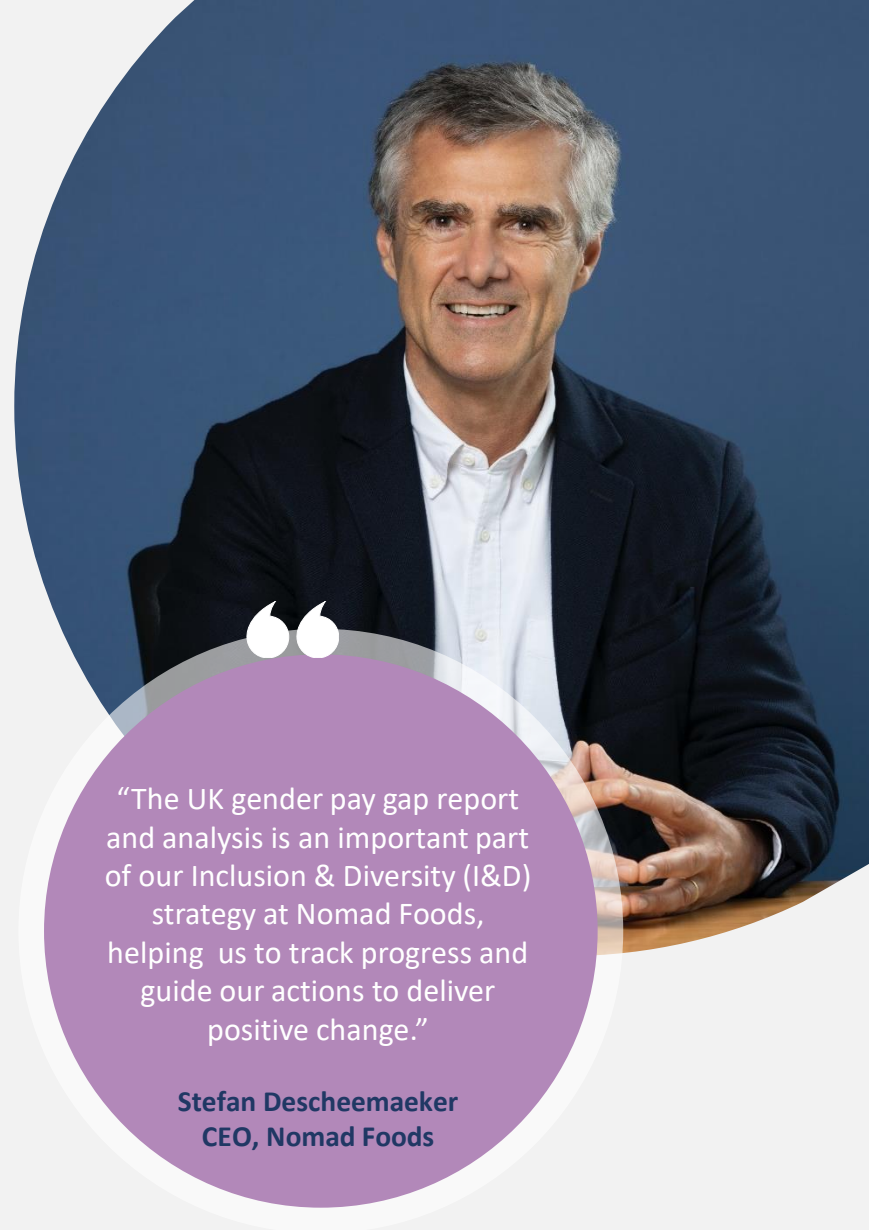
Introduction

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

Every day, millions of households choose our products and as we continue to grow across Europe, the customers, consumers and communities that we serve are becoming increasingly diverse. To truly bring our company purpose of Serving the World with Better Food to life and stay relevant to all of our stakeholders, it is important that we take positive action to become a more inclusive and diverse workplace.

This is a business priority that underpins our ambition to be an FMCG employer of choice and we are committed to creating a workplace where we celebrate and respect our differences, make decisions that are free from bias and avoid discrimination across any of our employment practices, wherever we operate.

As a UK headquartered company this is our fourth 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 under representation of women in senior roles is a key driver of our gender pay gap. We are committed to focusing on the facts in order to track progress and guide our actions to deliver positive change.



“The UK gender pay gap report and analysis is an important part of our Inclusion & Diversity (I&D) strategy at Nomad Foods, helping us to track progress and guide our actions to deliver positive change.”

Stefan Descheemaeker
CEO, Nomad Foods

Our findings

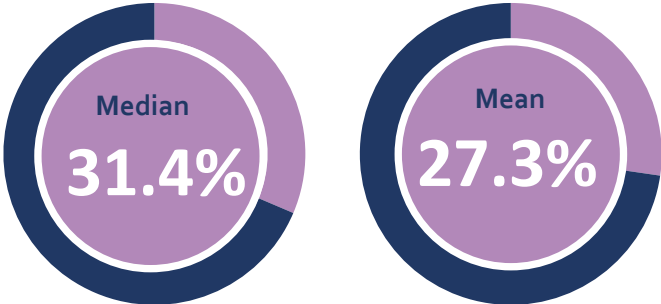
Population and Reporting as at 5th April 2023

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 2023 Nomad Foods UK employed 431 colleagues across its UK office and factory locations in Bedfont, Hammersmith, Leeds, Hull and Lowestoft. This is our fourth year of reporting.

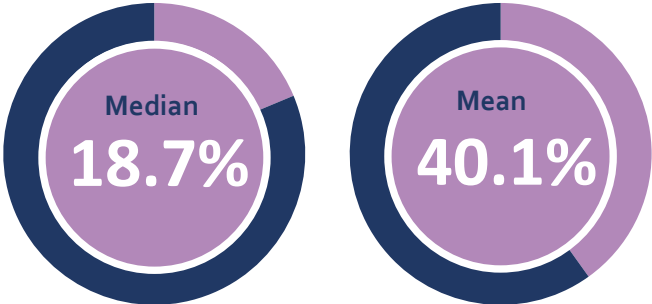


Pay Gap



Median pay gap increased 3.7% vs 2022
Mean pay gap increased 1.1% vs 2022

Bonus Gap

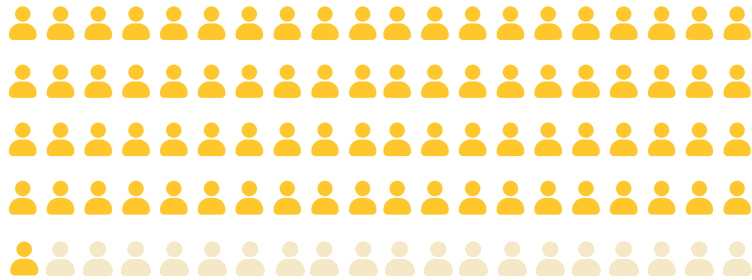


Median bonus gap reduced 4.6% vs 2022
Mean bonus gap reduced 0.8% vs 2022

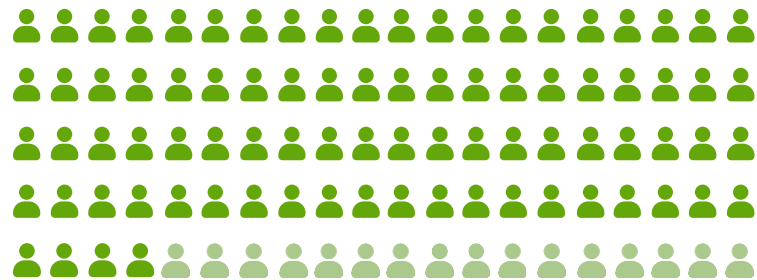
The **median pay or bonus gap** is the difference between the midpoints of all salaries or bonuses paid when they are listed in ascending order for men and women. The **mean pay or bonus gap** is the difference between the average hourly pay or bonus of men and women. The amounts included in **hourly 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

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



80.8%
women



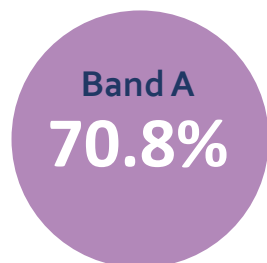
84%
men

Pay Quartiles

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. 48.3% of employees in Nomad Foods are women and 51.7% are men.



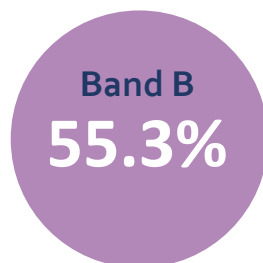
Percentage of women in each quartile



Increased 5.9% vs 2022

Band A: Lower Quartile

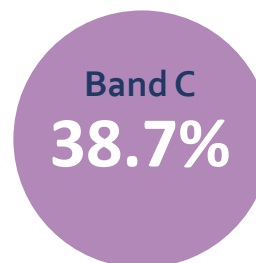
Employees whose standard hourly rate places them at or below the lower quartile.



Reduced 1.5% vs 2022

Band B: Lower-Middle Quartile

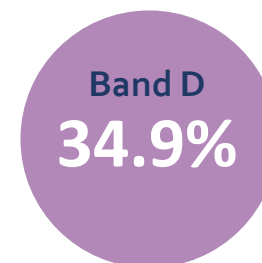
Employees whose standard hourly rate places them above the lower quartile and below the median.



Reduced 3.9% vs 2022

Band C: Upper-Middle Quartile

Employees whose standard hourly rate places them above the median and below the upper quartile.



Increased 4.4% vs 2022

Band D: Upper Quartile

Employees whose standard hourly rate places them above the upper quartile.

Our Positive Action Plan

Nomad Foods UK gender pay gap has increased versus a year ago and remains 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, under representation 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 2023 we:

- Continue to deliver I&D workshops to our Senior Leaders, educating and training them on how to be consciously inclusive.
- Continue our investment in 'Shine' – our international leadership development programme designed to empower female colleagues' progression into senior roles.



Inclusive Culture

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

In 2023 we:

- Continue to support development of our employee networks as a powerful force for promoting inclusion and belonging.
- Continue to deliver a programme of conscious inclusion awareness raising and education that is designed to empower all colleagues to be accountable for I&D – to understand that 'I&D Starts with Me'.



Inclusive Hiring

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

In 2023 we:

- Continue to audit our recruitment processes and practices and make changes to be more inclusive.
- Continue to deliver 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

