



Our Gender Pay Gap

Creative Foods is an equal opportunity employer dedicated to utilising our most important asset – our people.

Harnessing the power of all colleagues, both male and female, is extremely important.

Our workforce already reflects a diverse and modern society, and we welcome the opportunity to report our gender pay gap data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We acknowledge there is always more to do that's why we are committed to reviewing our benefits for recruitment. We aim to bring more women on board. We need to look at a more flexible approach to working in order to do this.

We need to support women in reaching their full professional potential by focusing on the following key areas: changing perceptions in the workplace, moving inclusion up the agenda, strengthening networks and creating visible role model, and gender-proofing working practices and patterns.

We will build on putting in place a range of initiatives in areas such as recruitment, mentoring, promoting equality and further monitoring, to improve our position over the coming 12 months.

I can confirm that our data is accurate

A handwritten signature in dark ink, appearing to read 'Hannah'.

Hannah Knight
HR Director

Total No of Employees	313	Male Employees	221	Female Employees	92
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	MALES	FEMALES
Employee % in First Quartile	68%	32%
Employee % in Second Quartile	85%	15%
Employee % in Third Quartile	59%	41%
Employee % in Fourth Quartile	72%	28%

Gender Pay Gap Mean	9%	Gender Pay Gap Median	-1%
Gender Bonus Gap Mean	0%	Gender Bonus Gap Median	0%