



Signature Flatbreads (UK) Ltd ("Company") is committed to equality and values the skills and experience of our talented workforce. We have a culture of long service within the Company which reflects that Signature Flatbreads (UK) Ltd is a good and fair place to work.

When viewing our gender pay analysis which was generated using 5 April 2023 data it is important to recognise the Company does not pay men and women different rates of pay for doing the same or equal jobs. We have a clear pay structure that is based solely on skills and capability.

We have taken positive steps to address the gap, which has reflected in increases in our upper middle and upper quartiles last year which is down to the hard work internally to achieve a reduction in the gap.

The changes in other quartile's have changed as a result of increased recruitment of permanent employees and the percentage of new male employees compared with female employees increased in the financial year. Also, having assessed the reasoning behind this imbalance there are no barriers in terms of the company recruitment process for female candidates.

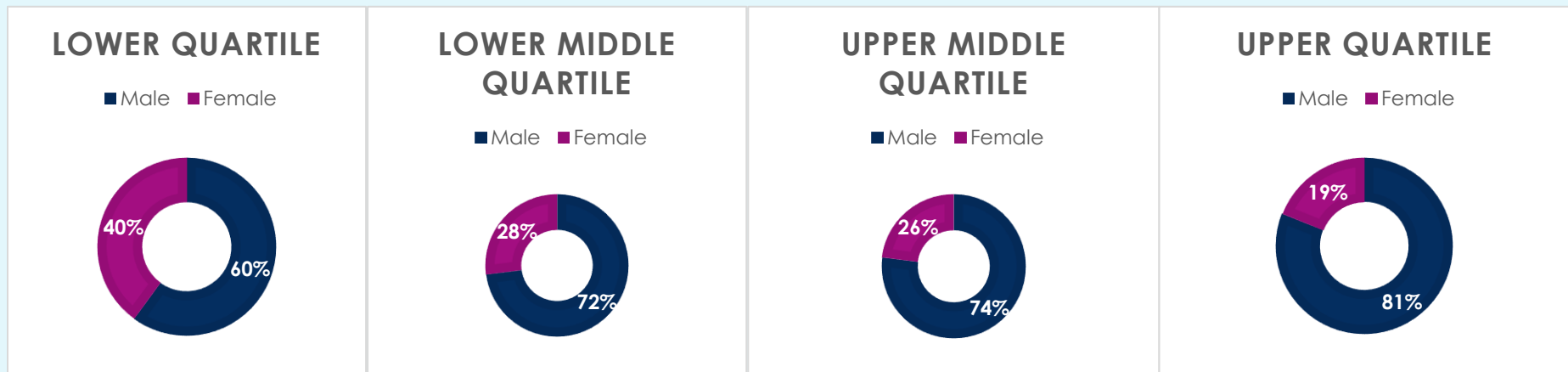
What is the Gender Pay Gap at SF?

The report is for the snapshot date of 5 April 2023. At this date Signature Flatbreads (UK) Ltd employed 1554 staff with 1115 (**71.75%**) being male and 439 (**28.25%**) being female.

- The mean gender pay gap for Signature Flatbreads is **16.2%**.

- The median gender pay gap for Signature Flatbreads is **0.2%**.
- The mean gender bonus pay gap for Signature Flatbreads is **70.4%**.
- The median gender bonus pay gap for Signature Flatbreads is **13.0%**.
- The proportion of male employees in Signature Flatbreads receiving a bonus is **52.0%**, and the proportion of female employees receiving a bonus is **42.6%**.

Pay Quartiles by Gender



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Signature Flatbreads is a third-generation flatbread baker. We have grown from a small family business to a global leader in flatbread production. As a family business, Signature Flatbreads has a very low staff turnover in senior roles, yet we recognise that we must focus on attracting female talent and encourage women internally to apply for roles that are more senior.

We are committed to reducing the gender pay gap and we will continue to strive towards this.

DECLARATION

I hereby confirm that the information provided in this report to be accurate and the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Stephen Boylan.

Stephen Boylan
Group Head of Finance

25 March 2024

If you have any additional questions with regard to the above, or would like further information, please contact the HR Department.

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