

Gender Pay Gap Commentary 2025

At Arthur Mallon Foods, we believe that fairness and equality are fundamental to a thriving workplace. We are deeply committed to creating an environment where every individual, regardless of background or identity, has equal access to opportunities and support. By continuously reviewing our policies and practices, we aim to ensure transparency, fairness, and meaningful progress towards a truly inclusive culture.

This data is captured from 8th June 2025. The 7% mean hourly pay gap, in favour of men, is indicative of men being in more senior roles, shown in the upper quartile.

The data illustrates that the percentage of bonuses paid during the period are higher in favour of men which is partly due to more there being more male recipients of long service bonuses.

A higher representation of men in senior roles account for the 71% male v's 29% female in the upper quartile whilst there is a higher representation of women in lower, middle lower and middle upper quartiles.

Snapshot Date 8th June 2025		
Metric	Percentage %	
Mean Hourly Pay Gap	7%	
Median Hourly Pay Gap	1%	
Mean Hourly Bonus Gender Pay Gap	64%	
Median Hourly Bonus Gender Pay Gap	43%	
Percentage of Employees per Gender who received a Bonus	55%(M)	45%(F)
Percentage of Employees per Gender who received a BIK (benefit in kind)	0%(M)	100%(F)
Mean Hourly Gender Pay Gap (Temporary)	0%	
Median Hourly Gender Pay Gap (Temporary)	0%	
Mean Hourly Gender Pay Gap (Part Time)	(3%)	
Median Hourly Gender Pay Gap (Part Time)	0%	
Percentage of Employee Per Gender in the Lower Quartile	48%(M)	52%(F)
Percentage of Employee Per Gender in the Middle Lower Quartile	48%(M)	52%(F)
Percentage of Employee Per Gender in the Middle Upper Quartile	33%(M)	67%(F)
Percentage of Employee Per Gender in the Upper Quartile	71%(M)	29%(F)