

Allied Mills

Our Inclusive Business

At Allied Mills we are committed to building an environment where our people can bring their whole self to work and be the best that they can be, without any barriers. Through understanding our employee voice, we can create moments to support this aim.

Over the last year:

- Our I&D Group continues to strengthen with multiple activities across a wide range of topics including Black History Month, Ramadan, International Women's Day and Pride to celebrate and raise awareness.
- We have sought to understand our employee voice through an employee wide survey which gave us great insight and pleasingly demonstrated an overall engagement score of 75%.
- The survey told us that balancing work and family commitments is important to our colleagues, and we have implemented improvements in both maternity and adoption leave provision alongside the introduction of a fertility support policy.
- Our work with Mental Health First Aiders at sites continues through expansion of numbers, training and opportunity.
- We have commenced roll out of Unconscious Bias training for managers and discussion workshops for employees to start the conversation around this topic; this will continue to run into the coming year.
- Key speaker events have been run to raise awareness of challenges experienced within minority groups.
- As part of International Women's Day we offered online menopause awareness training for all employees and their family members as well as running in-house sessions led by one of our I&D champions.



What is the Gender Pay Gap?

The gender pay gap is the difference between the average hourly pay of men and women. Various factors influence the gap such as the types of role women undertake and the demographics of the people in the company. This gender pay gap is different from equal pay, which looks at whether men and women are paid different rates of pay for performing the same or similar role.

Data

Our population is made up as follows:

Male	Female
210 (83.3%)	42 (16.7%)

This year we have grown our workforce and the percentage of women working for us has increased from 15.5% to 16.7%. We are reviewing all our job descriptions and adverts to ensure they use inclusive language to attract a more diverse range of applicants.

Pay

Mean Gender Pay Gap

-9.8%

The mean figure shows that the average hourly earnings of women are 9.8% higher than those for men.

Median Gender Pay Gap

-0.1%

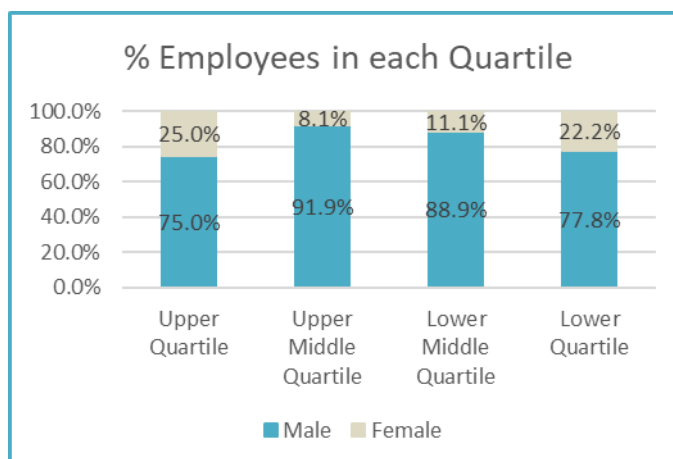
At the midpoint, women's pay is 0.1% higher than that of men's pay at the midpoint.

The median pay gap is reflective of the fact that we have more women employed in the upper and lower quartiles, which skews the average hourly rate in favour of women.

Mean - The mean gender pay gap is the difference between the average pay of men and women in a company.

Median - The median pay gap is the difference between midpoints in the range of hourly pay for men and women, it takes each person's pay, lines them up from lowest to highest, then compares the pay at the midpoint

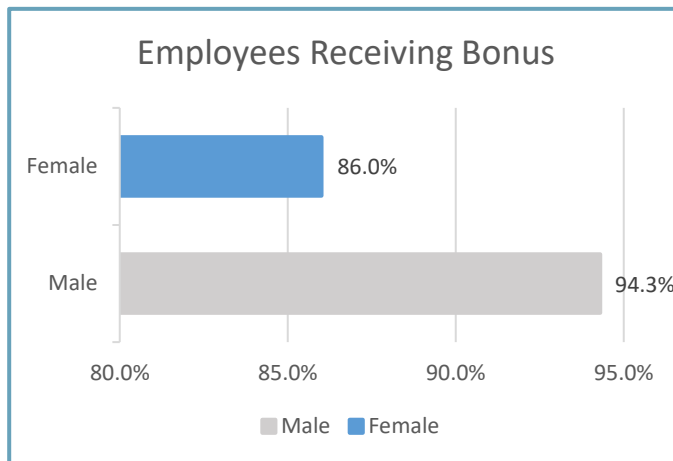
Quartiles



Bonus Pay Gap

Our bonus number is made up of loyal service awards and recruitment bonuses as well as a management incentive plan. All employees with over 6 months service are eligible for a bonus payment at Christmas.

Mean	Median
28.7%	82.2%



Whilst all eligible employees receive a flat rate Christmas bonus, there is a higher number of men in the business who have received driver bonus payments, long service or recruitment referral payments, which drives the median bonus pay gap and is not reflective of the 'real gap'. Removing the Christmas bonus payment gives a mean bonus pay gap of 12% in favour of men, and a median bonus pay gap of 0%.

Our commitments

We are committed to building on the work we have put in place to tackle gender pay and bonus gaps and to remove any barriers to equality of opportunity for all.

We look forward to continuing our journey, using data from our engagement survey and feedback from our I&D Champions to continue to build our approach to Inclusion, Diversity and Belonging.

We can confirm that the data and information reported is accurate as of 5 April 2023 and in line with the Gender Pay Gap reporting regulations.

Graeme Burnett

MD