



# Hain Daniels Gender Pay Gap Report 2017



Per 300g serving

Energy	Fat	Saturates	Sugars	Salt
310kJ 74kcal	2.8g	1.6g	9.1g	1.4g
4%	4%	8%	10%	23%

of an adult's reference intake Typical values per 100g: Energy

# Hain Daniels Group Gender Pay Gap Report 2017

Hain Daniels operates in the UK and Ireland. We are part of our global parent company - Hain Celestial. The Hain Daniels group is one of the UK's leading food companies with sales of £500m creating food and drink products with natural goodness at their core.

Our leading brands include Hartley's, Sun-Pat, New Covent Garden Soup Co., Linda McCartney's Meat Free (under licence) and Yorkshire Provender. We are also a large supplier of own brand products to our retail, wholesale and foodservice customers.

Our vision is to make it easier for everyone to lead a healthy, balanced lifestyle.

Our employees are critical to our success and we would not be able to achieve what we do without our fantastic team. It is important to us that our culture equally values the contribution that both women and men make to our business.

We reward our team based on performance and contribution and we work hard to ensure consistency, equality and responsibility in all our people decisions.

Overall, the gender pay gap in Hain Daniels is currently 8.6%, which is lower than the UK national average of 9.1%. The gap that does exist is not caused by women and men being paid differently for the same role, rather it is a result of more men than women holding more senior roles in the team.

We are not complacent, and are committed to closing the gap over the coming years whilst ensuring we continue to attract and develop the best talent for our business.

Alda Ellison

Group Human Resources Director  
Hain Daniels

James Skidmore

Chief Executive Officer  
Hain Daniels



# Our Gender Pay Statistics

	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	8.6%	7.8%
Bonus Pay Gap	46.4%	0%

## Gender Bonus Pay



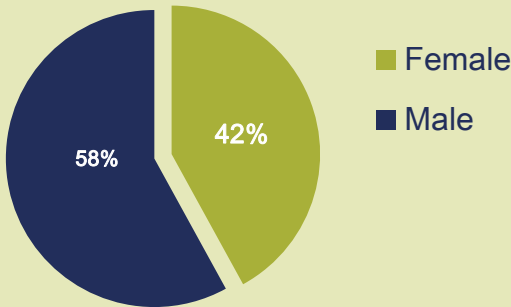
78.5% of women received a bonus



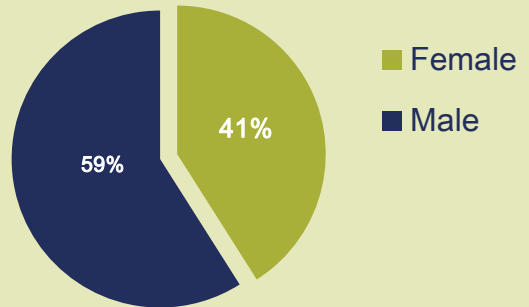
79.4% of men received a bonus

## Salary Quartile by Gender

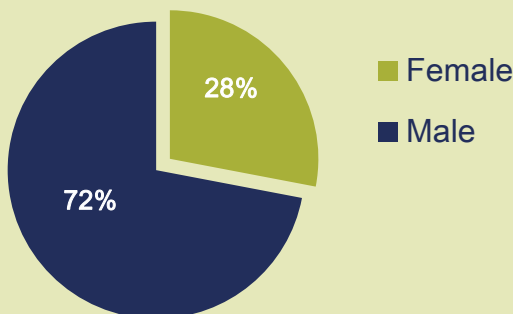
Lower



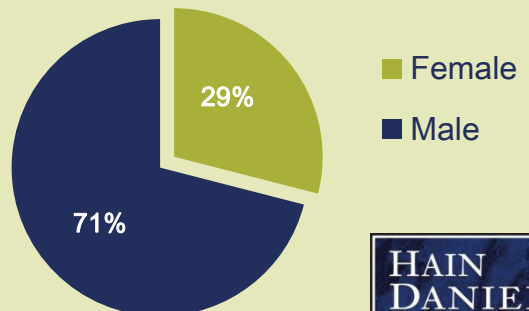
Lower Middle



Upper Middle



Upper



## Gender Pay Statistics for Hain Daniels Group by Company Entity

Hain Daniels Group company entity of 250 or more employees	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Daniels Chilled Foods Limited	0.7	3.2	11.4	0
Farmhouse Fare Limited	-6.9	0	-17.0	0
Hain Frozen Foods UK Limited	12.8	5.6	26.9	0
Histon Sweet Spreads Limited	7.9	0	0	0
Orchard House Foods Limited	2.1	3.1	-61.1	0

Hain Daniels Group company entity of 250 or more employees	Proportion of men/women in Lower quartile pay band (M%/F%)	Proportion of men/women in Lower middle quartile pay band (M%/F%)	Proportion of men/women in Upper middle quartile pay band (M%/F%)	Proportion of men/women in Upper quartile pay band (M%/F%)	Proportion of employees receiving bonus (M%/F%)
Daniels Chilled Foods Limited	67 / 33	70 / 30	76 / 24	67 / 33	82 / 76
Farmhouse Fare Limited	55 / 45	51 / 49	53 / 47	48 / 52	45 / 31
Hain Frozen Foods UK Limited	42 / 58	74 / 26	73 / 27	78 / 22	72 / 75
Histon Sweet Spreads Limited	63 / 37	86 / 14	70 / 30	78 / 22	94 / 89
Orchard House Foods Limited	58 / 42	51 / 49	58 / 42	70 / 30	75 / 81