



# Hain Daniels Gender Pay Gap Report 2018



# Hain Daniels Group Gender Pay Gap Report 2018

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

We have a fantastic team, without our employees we would not be able to achieve the success we do. It is important to us that our culture equally values the contribution made by everyone across the 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 7.7%, which has reduced from 8.6% in 2017. 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.

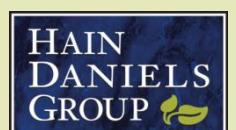
We are not complacent, and are committed to closing the gap over the coming years whilst ensuring we continue to attract and develop the best talent for our business.

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	7.7%	8.2%
Bonus Pay Gap	43.9%	0%

## Gender Bonus Pay



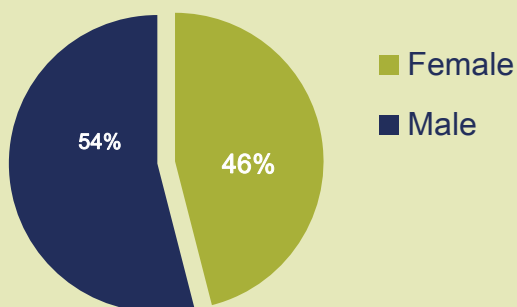
91.1% of women received a bonus



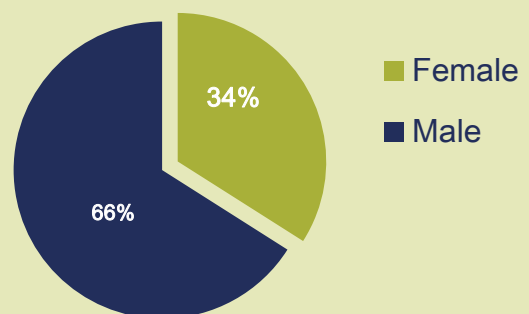
91.1% of men received a bonus

## Salary Quartile by Gender

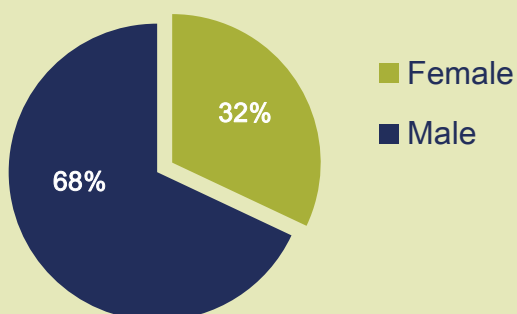
Lower



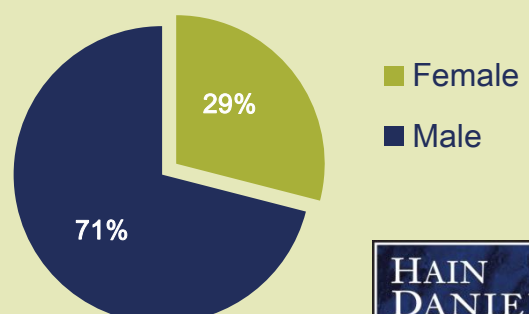
Lower Middle



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	-3.81	-3.12	52.28	0
Hain Frozen Foods UK Limited	8.39	1.45	-71.11	0
Histon Sweet Spreads Limited	6.42	3.26	28.42	0
Orchard House Foods Limited	4.12	4.16	-37.14	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	62/38	76/24	71/29	65/35	86/82
Hain Frozen Foods UK Limited	46/ 54	79 / 21	57 / 43	75 / 25	93 / 96
Histon Sweet Spreads Limited	68/32	73 / 27	77 / 23	79 / 21	88 / 85
Orchard House Foods Limited	53 / 47	51 / 49	68 / 32	62 / 38	81 / 81