

GENDER PAY GAP REPORT

2023

BirdsEye

Introduction

Birds Eye Limited is a subsidiary of Nomad Foods, Europe's leading frozen foods company. We produce and market products under the Birds Eye, Goodfella's and Aunt Bessie's brands and are proud to have been a part of family life for generations.

Every day, millions of households choose our products and as we continue to grow, the customers, consumers and communities that we serve are becoming increasingly diverse. To truly bring our company purpose of Serving the World with Better Food to life and stay relevant to all of our stakeholders, it is important that we take positive action to become a more inclusive and diverse workplace.

We are committed to creating a workplace where we celebrate and respect our differences, make decisions that are free from bias and avoid discrimination across any of our employment practices.

Our latest Birds Eye UK gender pay gap report findings show that we made progress versus a year ago and our pay gap remains significantly below benchmark companies.

The UK gender pay gap report is an important part of our Inclusion & Diversity (I&D) strategy. We remain committed to the I&D actions we are taking to deliver positive change and work towards our ambition to be an FMCG employer of choice.



Shaun Smith
Cluster General Manager UK & Ireland



Eduardo Bachiega
Chief Supply Officer

Nomad Foods (NYSE: NOMD) is Europe's leading frozen foods company. Our iconic brands, including Birds Eye, Findus, iglo, Frikom, Ledo, Aunt Bessie's and Goodfella's, have been a part of consumers' meals for generations, standing for great tasting food that is convenient, high quality and nutritious.



Our findings

Population and Reporting as at 5th April 2023

Regulations introduced in 2017 require companies with 250 or more employees to publish details of their gender pay and bonus gaps across 6 measures.

In April 2023 Birds Eye UK employed 954 colleagues across its UK office and factory locations in Bedfont, Leeds, Hull, Gloucester and Lowestoft.



Pay Gap



Median pay gap reduced 13% vs 2022
Mean pay gap reduced 7.1% vs 2022

Bonus Gap



Median bonus gap increased 25% vs 2022
Mean bonus gap increased 0.5% vs 2022

The **median pay or bonus gap** is the difference between the midpoints of all salaries or bonuses paid when they are listed in ascending order for men and women. The **mean pay or bonus gap** is the difference between the average hourly pay or bonus of men and women. The amounts included in **hourly pay** are basic pay, allowances (car, location etc), pay for leave and shift premium pay. Any non-cash benefits are excluded. The **hours** used are the actual hours each employee is contracted for or the actual hours worked in the relevant pay period if the employee works differing hours each week.



Bonus proportions

Bonus proportions is the proportion of eligible men and women who were paid bonus pay during the relevant period.



98%
women



98.2%
men

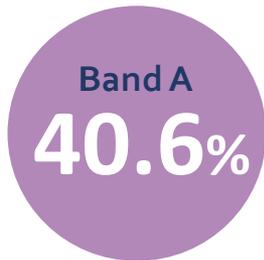


Pay Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four groups according to their standard hourly pay and calculating the percentage of men and women in each of these groups. The UK Gender Pay Reporting bands are not the same as Birds Eye work levels and salary ranges. 36% of employees in Birds Eye are women and 64% are men.



Percentage of women in each quartile



Increased 1.5% vs 2022

Band A: Lower Quartile
Employees whose standard hourly rate places them at or below the lower quartile.



Reduced 7.3% vs 2022

Band B: Lower-Middle Quartile
Employees whose standard hourly rate places them above the lower quartile and below the median.



Increased 2.8% vs 2022

Band C: Upper-Middle Quartile
Employees whose standard hourly rate places them above the median and below the upper quartile.



Increased 6.3% vs 2022

Band D: Upper Quartile
Employees whose standard hourly rate places them above the upper quartile.



Our Positive Action Plan

Birds Eye UK gender pay gap has decreased versus a year ago and remains lower than other organisations in the same sector and industry. We remain committed to the actions we are taking to deliver positive change.



Inclusive Leadership

We believe inclusive Leadership is the most critical factor in creating equal opportunities for diverse talent in the workplace.

In 2023 we:

- Continued to deliver I&D workshops to our Senior Leaders, educating and training them on how to be consciously inclusive.
- Continued our investment in 'Shine' - our international leadership development programme designed to empower female colleagues' progression into senior roles.



Inclusive Culture

We aim to create an inclusive workplace culture where all employees feel they belong and are valued.

In 2023 we:

- Continued to support development of our employee networks as a powerful force for promoting inclusion and belonging.
- Continued to deliver a programme of conscious inclusion awareness raising and education that is designed to empower all colleagues to be accountable for I&D – to understand that 'I&D Starts with Me'.



Inclusive Hiring

Inclusive Hiring enables us to connect with and hire diverse individuals through understanding and valuing difference.

In 2023 we:

- Continued to audit our recruitment processes and practices and make changes to be more inclusive.
- Continued to deliver a programme of inclusive hiring awareness and education to enable Hiring Managers and HR colleagues to attract and hire the best and most diverse talent into every role and at every level.



BirdsEye

