



# Hain UK Gender Pay Gap Report 2023



# Hain Celestial UK Gender Pay Gap Report 2023

We are one of the UK's leading food companies with sales of £305m creating food and drink products with natural goodness at their core. Hain UK operates as part of our global parent company - Hain Celestial.

We are extremely proud of our brands, that 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.

We have a fantastic team across our 6 sites in the UK and without our colleagues, 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 constantly review and benchmark our pay and reward offering as we strive to ensure that we reward our team based on performance and contribution. Consistency, equality and responsibility are at the heart of all our people decisions.

When comparing average hourly pay, women's hourly pay is 0.35% higher than men's in 2023, compared to in 2022 where the average hourly pay for men was 1.81% higher than women's. 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 women than men holding more senior roles in the team.

One of our consistent priorities is to ensure we continue to attract and develop the best talent for our business, and we remain committed to closing the gender pay gap in the coming months and years as shown with the reduction in previous years.

Alda Ellison

Group Human Resources Director  
Hain UK

Wolfgang Goldenitsch

Chief Executive Officer  
Hain International



# Our Gender Pay Statistics

	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	0.35%	-8.73%
Bonus Pay Gap	-85.85%	0%

## Gender Bonus Pay



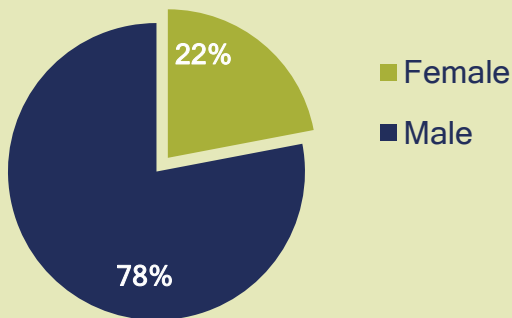
24% of women received a bonus



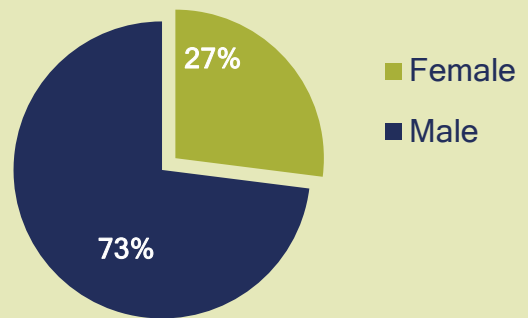
29% of men received a bonus

## Salary Quartile by Gender

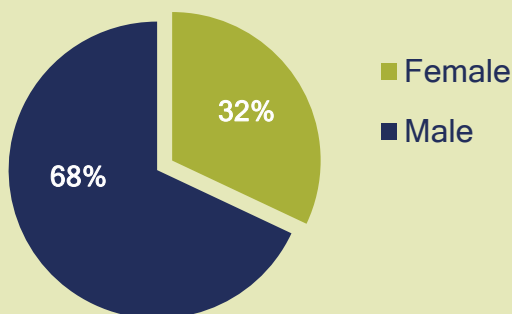
Lower



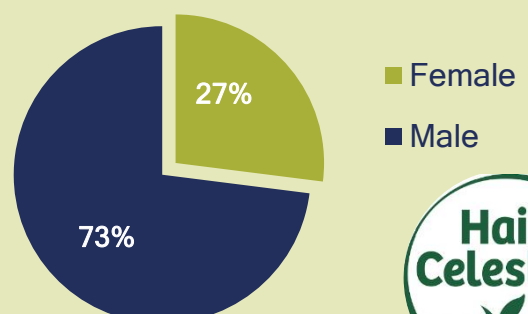
Lower Middle



Upper Middle



Upper



## Gender Pay Statistics for Hain Celestial UK by Company Entity

Hain Celestial UK 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	6.65	-8.86	-187.02	0
Histon Sweet Spreads Limited	-6.80	-6.54	-65.58	0

Hain Celestial UK 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	79/21	66/34	63/37	74/26	12/11
Histon Sweet Spreads Limited	77/23	82/18	71/29	71/29	43/36

