

Thomas Tunnock Limited – Gender Pay Gap Report for 2024

Understanding the gender pay gap

Gender Pay is not the same as equal pay. The gender pay gap is the difference in the pay of men or women across the whole of the Company. The calculation therefore takes into account all jobs at all levels and salaries. It is not about men and women doing the same job but being paid differently. Irrespective of gender, our staff are paid the same pay for carrying out the same role and we are confident that we do not have an equal pay issue. Gender pay information is taken as at a snapshot date – in this case 6 April 2024.

The predominant reason for Tunnock’s pay and bonus gaps is that there are fewer women in the most senior of our roles (48% female as compared with 52% male in the upper quartile - this has narrowed by 9% compared with 2023). However, the percentage of the female population receiving a bonus is slightly higher than the percentage of the male population receiving a bonus (99.14% vs 98.6%, with attendance bonus being taken into account). The average amount of bonus which males receive is greater and this, again, reflects the gender split across the senior roles.

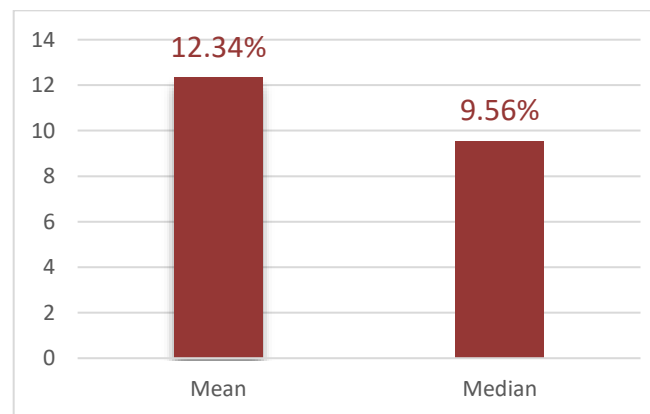
In past years, our median pay gap has been 0%. This year, it is higher because the median male employee had a higher hourly rate than the median female employee. This is due to there being more female employees in the lower quartile this year.

Thomas Tunnock Limited is committed to addressing the under-representation of women in its workforce in those roles which are male-dominated including management, engineering and maintenance roles. We are continuing to look at steps which can be taken to attract more women into these roles.

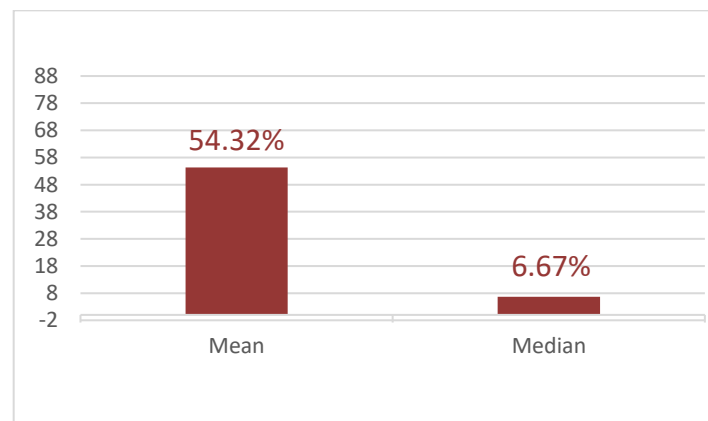
Gender Pay Gap Statistics

Companies are required to annually disclose a number of Bonus and Gender Pay Gap Statistics. The statistics for Thomas Tunnock Limited for 2024 are contained in the charts:

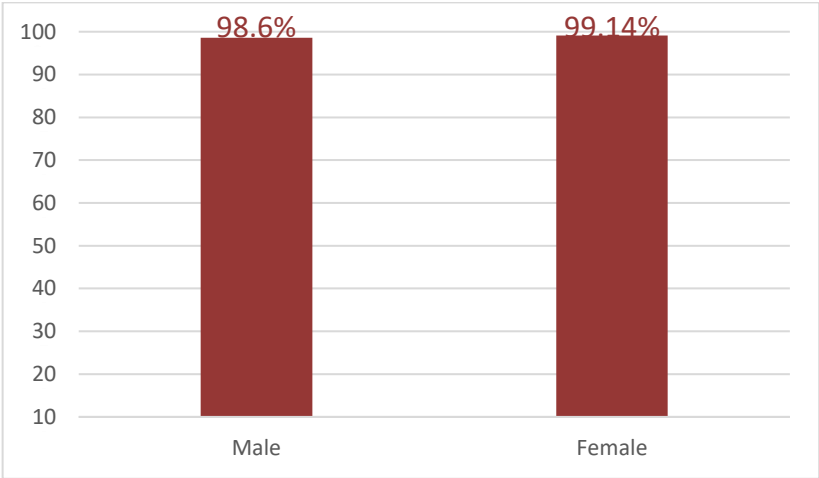
Gender Pay Gap



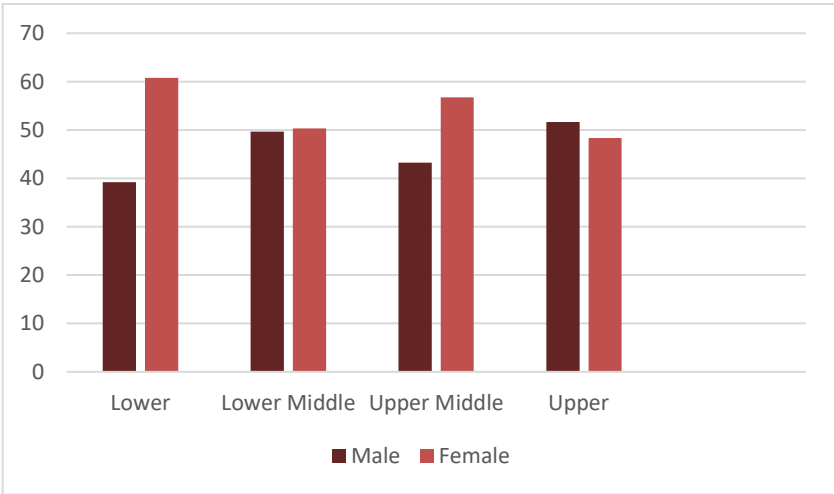
Bonus Gap



Proportion of male and female employees receiving a bonus



Proportion of employees in each quartile pay band



Taking action on Tunnock’s gender pay gap

One of the key issues in addressing the gender pay gap is that we have long-serving staff and very low staff turnover. This results in few vacancies arising at all levels but particularly in the senior roles. In addition, when a vacancy arises in the engineering or maintenance teams, the vast majority of job applicants are male. When vacancies do arise, we commit to trying as far as possible to have a gender balanced shortlist.

Thomas Tunnock Limited is committed to ensuring that the gender pay gap is narrowed and, in the meantime, ensuring that all employees continue to be paid equally and fairly for the roles in which they work.

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sir Boyd Tunnock C.B.E.
Director