



# GENDER PAY GAP REPORT 2025





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The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

From 1 June 2024, employers with 150 or more employees are required to publish gender pay gap reports. As Silver Hill Foods met this threshold for the second consecutive reporting period, we are now publishing our second gender pay gap report.

In accordance with the Gender Pay Gap Information Act 2021 and associated regulations, Silver Hill Foods has chosen 15 June 2025 as its snapshot date and will publish this report within the prescribed statutory timeframe.

**WE ARE COMMITTED TO DEVELOPING  
A MORE DIVERSE AND INCLUSIVE  
WORKFORCE AS WE GROW OUR BUSINESS  
OVER THE COMING YEARS.**

# THE FOLLOWING TABLES PROVIDE DETAILS ON OUR GENDER PAY GAP METRIC AND QUARTILE PAY BANDS.

## DESCRIPTION OF PARAMETER 2025



Mean Pay Gap for full time employees:  
At the mean for full time employees, women's hourly rate is 8.3% lower than that of men.

**8.3%**

Median Pay Gap for full time employees:  
At the median for full time employees, women's hourly rate is 1.8% lower than that of men.

**1.8%**



Proportion of Males receiving a bonus.

**11.32%**

Proportion of Females receiving a bonus.

**16.67%**



Bonus Gap: At the Mean point women received 51.4% less of a bonus than men.

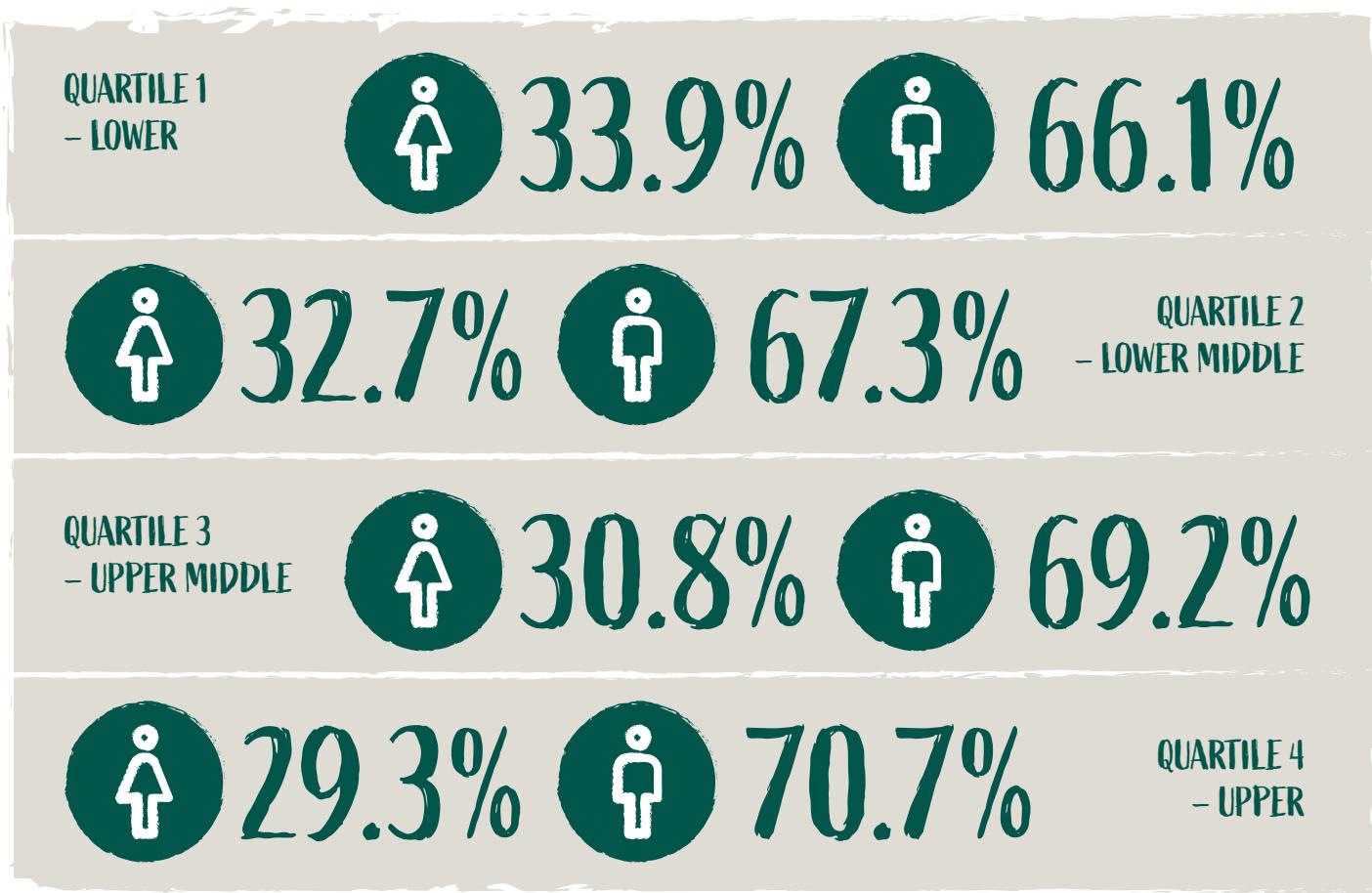
**51.4%**

Median Bonus Gap: At the median point women received 43.4% less of a bonus than men.

**43.4%**



## PROPORTION OF MALE AND FEMALE EMPLOYEES IN THE QUARTILE PAY BANDS.



## WHAT WILL SILVER HILL FOODS DO IN 2026 TO IMPROVE REPRESENTATION AND REDUCE THE GENDER PAY GAP?

We are committed to fostering an inclusive and equitable workplace where all employees have equal opportunities to flourish and during 2026 we want to build on the progress we have made to date already.

Our Equal Opportunities Policy underpins this commitment, ensuring all employment practices, including recruitment, promotion, training and remuneration, are free from discrimination.

We believe that embracing diversity in the workplace benefits not just our employees but also our business, clients, and wider community. By valuing individual employees and their distinct skills and capabilities, we aim to:

- Promote fairness and equity across all roles.
- Ensure that pay and benefits are allocated based on role, skills, experience, and performance, not gender.
- Foster a culture of inclusion, where differences are respected and employees can reach their full potential
- Provide equal access to training, development, and career progression opportunities.

Our Gender Pay Gap Report is a continuation of this commitment, reflecting our ongoing efforts to maintain transparency and fairness in compensation, and to actively close any gender-based pay disparities within our workforce. By aligning our Gender Pay Reporting with our Equal Opportunities Policy, we demonstrate that equality, fairness, and inclusion are not only values but operational standards driving all aspects of daily life here at Silver Hill.



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