

# Morning Foods

## Gender Pay Gap Report 2025

Morning Foods are committed to the principle of equal opportunities and equal treatment for all employees regardless of gender, race, religion or belief, marriage or civil partnership, pregnancy, maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

### Reporting requirement 1

The difference between the mean hourly rate of pay of male and female employees receiving their full rate of pay

2025	2024	2023	2022	2021	2020	2019	2018	2017
-5%	-4%	-14%	-15%	-15%	-15%	-15%	-22%	-27%

### Reporting Requirement 2

The Difference between the median hourly rate of pay of male and female employees receiving their full rate of pay

2025	2024	2023	2022	2021	2020	2019	2018	2017
-2%	-1%	-6%	-7%	-5%	-11%	-8%	-13%	-14%

### Reporting Requirement 3

The difference between the mean bonus pay paid to male and female employees

2025	2024	2023	2022	2021	2020	2019	2018	2017
0%	0%	0%	0%	0%	0%	0%	0%	0%

### Reporting Requirement 4

The difference between the median bonus pay paid to male and female employees

2025	2024	2023	2022	2021	2020	2019	2018	2017
0%	0%	0%	0%	0%	0%	0%	0%	0%

### Reporting requirement 5

The proportion of male and female employees that were paid bonus pay

	2025	2024	2023	2022	2021	2020	2019	2018	2017
Female	0%	0%	0%	0%	0%	0%	0%	0%	0%
Male	0%	0%	0%	0%	0%	0%	0%	0%	0%

### Reporting requirement 5

The proportion of male and female employees receiving their full rate of pay in the lower, lower middle, upper middle and upper quartile pay bands.

	2025		2024		2023		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Quartile 1	80%	20%	80%	20%	89%	11%	87%	13%
Quartile 2	86%	14%	84%	16%	79%	21%	87%	13%
Quartile 3	86%	14%	84%	16%	89%	11%	81%	19%
Quartile 4	76%	24%	77%	23%	70%	30%	74%	26%