



CSM Ingredients (United Kingdom) Limited

UK Gender Pay Report for April 2019

CSM Ingredients is a global provider of a wide range of bakery ingredients for retail and foodservice markets, as well as artisan and industrial bakeries. With manufacturing and distribution facilities across Europe.

Across the globe, CSM's has more than 1,400 employees serving customers in over 100 countries, CSM Ingredients maintains a global footprint including 7 manufacturing facilities, 6 product development centers and 2 innovation centers of excellence. Our customers include almost all of the major retailers as well as food service organizations, quick serve restaurants and well-known coffee houses.

Under the leadership of Aldo Uva, our CEO, CSM continues to fully support and advocate the drive for equitable pay for roles of equal value across all levels of the business.

For the purpose of the following report, all data included is based on UK information only, therefore the results shown are only relevant to the UK business. In the UK, CSM's employs more than 1500 employees across five locations.

The data presented has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. The data is based on employee data as at 5th April 2019 and will be reported to the UK Government and published on the Gender Pay website.

The gender pay gap we measure is not a direct comparison of males and females doing comparable jobs. Rather, it is a measure of the difference in the average pay of all men and women across the organization -- regardless of the roles they fill or the duties they perform.

For the purposes of the GPG Regulations, hourly pay is not limited to basic pay but also includes other types of pay such as shift premium pay and any bonuses paid prior to 05 April 2019.

The GPG Regulations define Bonus payments through the traditional annual bonus schemes. They also include a wide variety of other payments such as commission payments. 2019 results indicate that a higher number of females received a bonus payment, opposed to males, albeit a lower amount than the males, this was due to the higher number of males being in the upper and middle quartile.

The results of our review indicate that we have a slightly higher gender pay gap than 2018, and while there are differences in pay when segmented by gender, much of this continues to being attributable to the higher percentage of longer-tenured males in the business. Overall, the difference between male and female pay is relatively low which supports our principles of providing equal pay for equal roles.

CSM's takes its responsibilities on diversity very seriously, and recognize the commitment to diversity and inclusiveness is an essential element of our business' success and continue to welcome different ways of thinking, acting and valuing a broad range of qualities, skills, experiences and backgrounds.

CSM will continue to review the figures and ensure the key principles of equal pay for work of equal value remain an important legal and moral commitment.

Dorus Landweer
Director Legal

CSM (United Kingdom) Ltd - Reportable Figures for 2019

20.68%
Mean Gender Pay Gap

16.9%
Median Gender Pay Gap

69.56%
Mean Gender Bonus Pay Gap

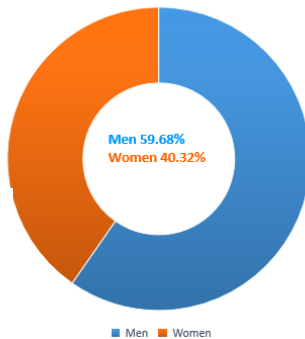
0%
Median Gender Bonus Pay Gap

28.86%
Proportion of women that received bonus pay

23.52%
Proportion of men that received bonus pay

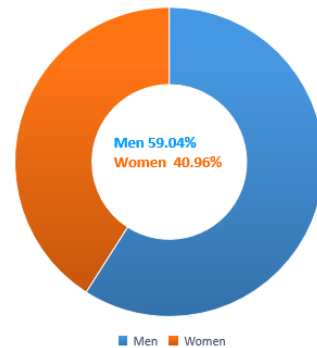
CSM UK Pay Quartiles

Lower Quartile



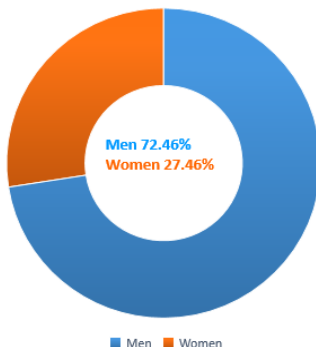
Number of Males – 152
Number of Females – 225

Lower Median Quartile



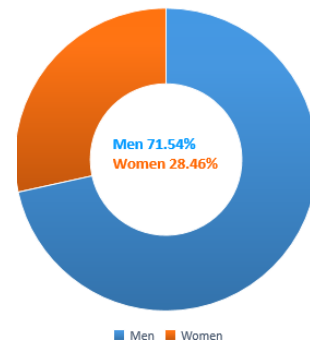
Number of Males – 222
Number of Females – 154

Upper Quartile



Number of Males – 103
Number of Females – 271

Upper Median Quartile



Number of Males – 269
Number of Females – 107

We confirm that the data reported is accurate
For and on behalf of CSM Ingredients UK Limited, 26/11/2019