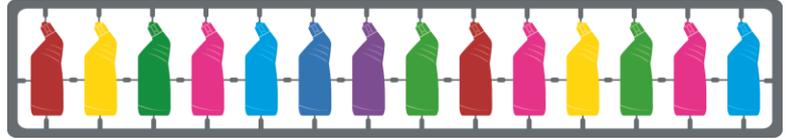


UK Gender Pay Gap Report 2019



McBride plc

McBride plc is Europe's leading supplier of Private Label Household products. We develop and manufacture products for the majority of retailers and major brand owners throughout the UK, Europe and Asia.

What is the Gender Pay Gap

The Gender Pay Gap measures the difference between men and women's average hourly rate of pay across our UK organisation on the 5th April each year. In addition, the Gender Pay Gap also measures the difference between bonus payments received by men and women in the 12 months prior to the 5th April each year.

Gender Pay Gap is NOT Equal Pay

Gender pay measures the difference in the average hourly pay of men and women. It can be used to assess levels of equality in the workplace and a measure of seniority or progression but it is not an equal pay issue. Equal pay is about a man and a woman receiving equal pay for the same or similar job.

McBride Results in the UK

The UK government has introduced an annual requirement for UK companies with more than 250 employees to report the gender pay gap annually. We are reporting our gender pay gap for the second time, with data for hourly rates of pay compiled as at the 5th April 2018. We are also reporting our gender pay gap on bonus data paid between the 6th April 2017 and the 5th April 2018.

The regulations measure the gap in two ways:

Mean pay/bonus gap – the difference between the average hourly rate of pay and bonus for women and the average hourly rate of pay and bonus for men.

Median pay/bonus gap – the difference between the midpoint hourly rate of pay and bonus for women compared to the midpoint hourly rate of pay and bonus for men.

Gender Pay Gap

Mean

9.9% lower than men

Median

5.5% lower than men

Gender Bonus Gap

Mean

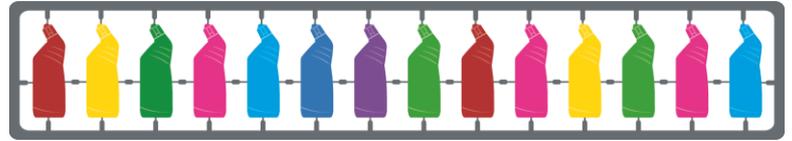
38.6% lower than men

Median

No difference

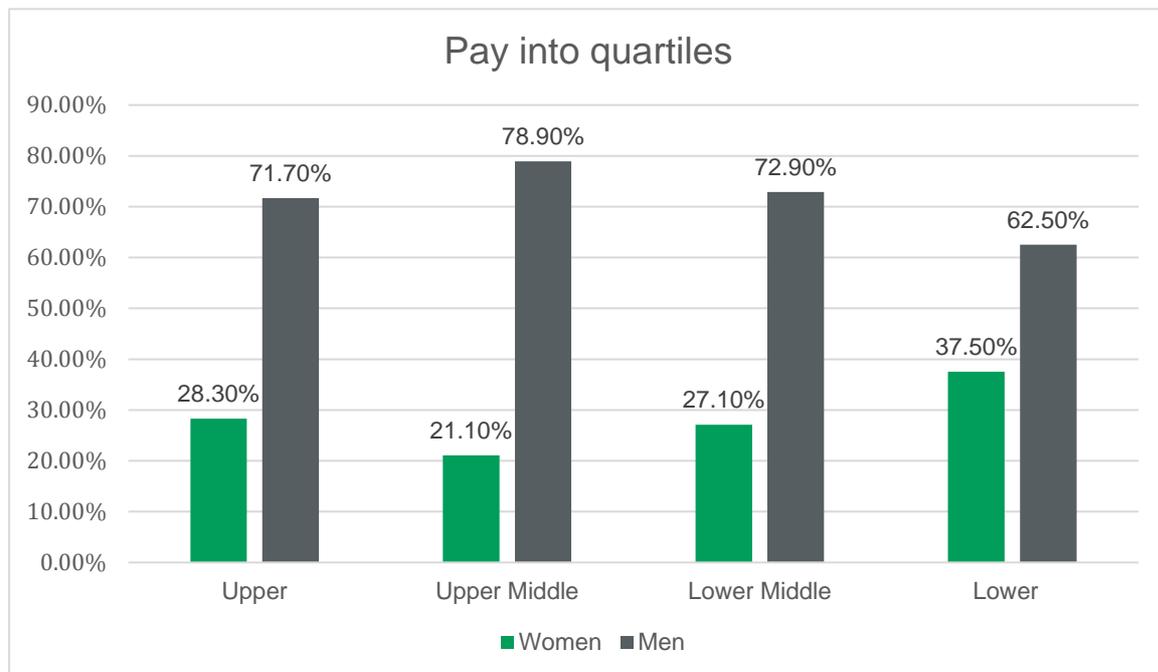
Our median pay gap shows women's pay is 5.5% lower than that of men, compared to the National Average of 17.9% in 2018. (Source: Office for National Statistics.)

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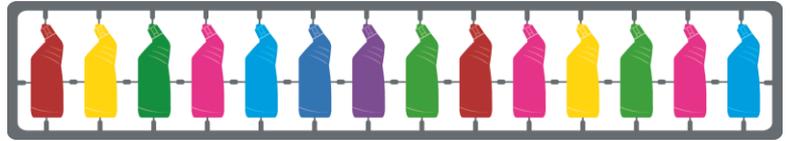


Our data – Hourly pay

For the gender pay gap, McBride had 960 paid relevant employees. Paid relevant employees who are employees in full pay on the key reporting date of the 5th April 2018. Any colleagues with unpaid absence, for example have been removed from our data. This is to ensure that full hourly rates are correct. For reporting purposes we are required to split the employees into four equal quartiles, with the upper quartile reflecting those paid at the highest hourly rates in the business.

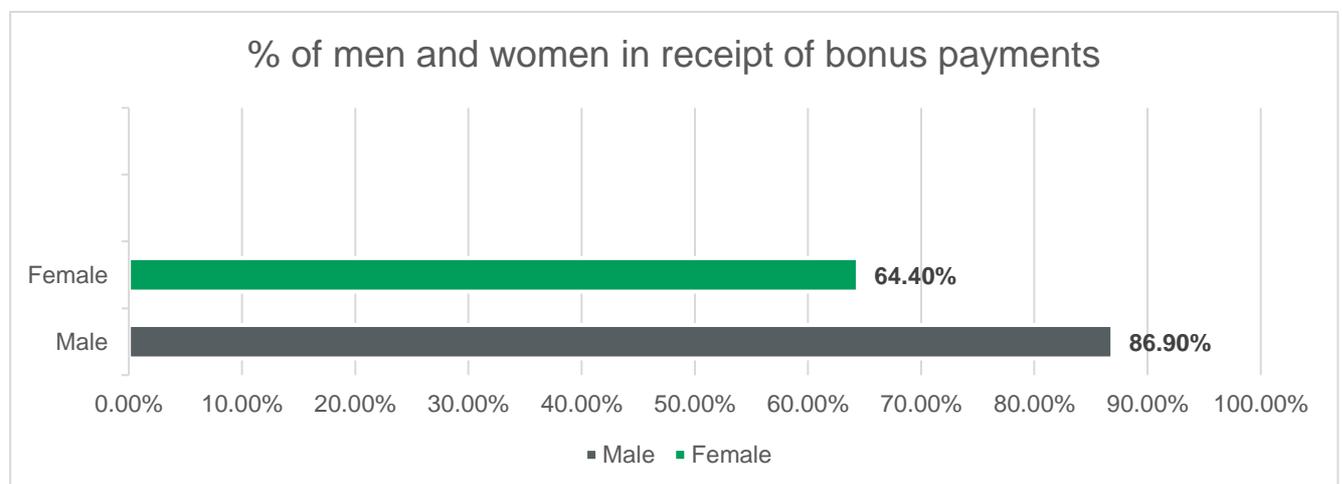


UK Gender Pay Gap Report 2019



Our data – Bonus payments

The bonus gap requires us to provide bonus information for any employee paid a bonus between 6th April 2017 and 5th April 2018. McBride had 1055 relevant employees in this period. Out of 1055 employees, 930 received bonus payments.



Our employment policies

McBride recognises the importance of developing internal talent across its workforce. It is our policy to ensure equal opportunities for all employees, and we have equal opportunity and diversity policies in place which are monitored by the HR function. It is a key objective to ensure that successful candidates for appointment and promotion are selected taking account of their individual ability, skills and competencies without regard to gender.

McBride uses job evaluation and grading structures across the UK organisation, and is committed to compensating employees in a manner that is fair and consistent.

I confirm that all of the information and data reported are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Rik De Vos
Chief Executive Officer