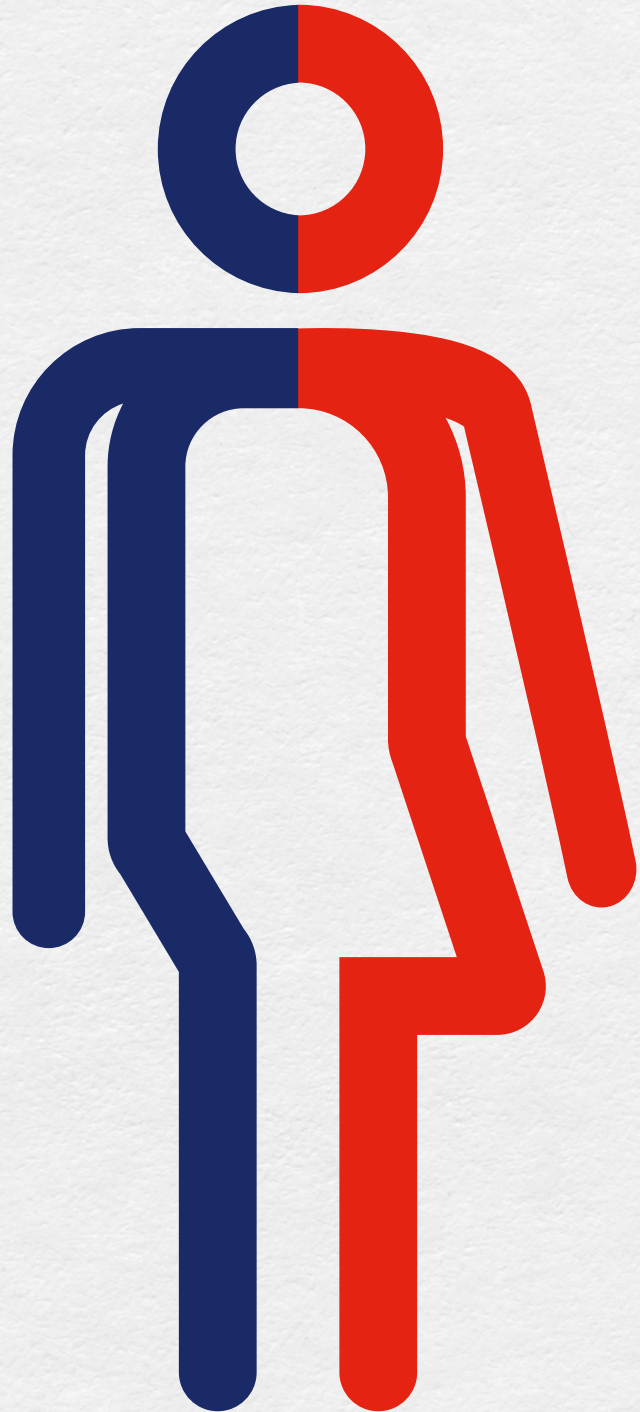




OUR GENDER

Pay Gap Reporting

APRIL 2024



FORWARD

a message from Our CEO

To be a strong, forward-thinking organisation, diversity of thought is essential. Embracing that diversity will drive our collective success and ensure we continue to deliver on our mission of 'proudly offering great-tasting choices for everyone without costing the earth' for years to come.

At Princes, our strength lies in our people. We recognise that to thrive as a business and create the best possible experience for our customers, consumers and colleagues, we must build a workplace where everyone feels valued, heard and empowered to succeed.

Whilst gender pay gap reporting largely explores the representation within our organisation, we must remember that inclusion isn't just about representation it's about ensuring that every colleague can contribute meaningfully, bring their full selves to work, and feel a genuine sense of belonging. By embracing diverse perspectives and creating an environment where everyone can excel, we drive innovation, enhance collaboration and, ultimately, deliver better outcomes for all.

In that spirit, we are pleased to share our 2024 Gender Pay Gap Report. We do so transparently, benchmarking ourselves against both the UK average and the Manufacturing sectors reported pay gaps.

As a headline figure, I can confirm that Princes' 2024 gender pay gap stands at 2.65%, compared to the UK manufacturing gender pay gap of 15.9% and the UK average of 13.1%. We are pleased to see a reduction following last year's increase, with our median pay gap now standing at its lowest level since reporting began.

While we are proud of this progress, we remain committed to continuous improvement. Last year, we set out an action plan, including gender representation targets, and we are determined to bring these goals to life.

We recognise there is still more to do, but our commitment to inclusion remains unwavering. This is a long-term journey, and we will continue to hold ourselves accountable as we push for progress to make a lasting impact.

A handwritten signature in white ink that reads "Simon".

Simon Harrison
Chief Executive Officer

Understanding Gender Pay Gap Reporting?

All businesses with more than 250 employees are required to publicly declare their gender pay gap and bonus pay gap data. This data is based on figures drawn from the specific 'snapshot date' each year and is calculated using payroll data. The snapshot date for information within this report is the 5th April 2024.

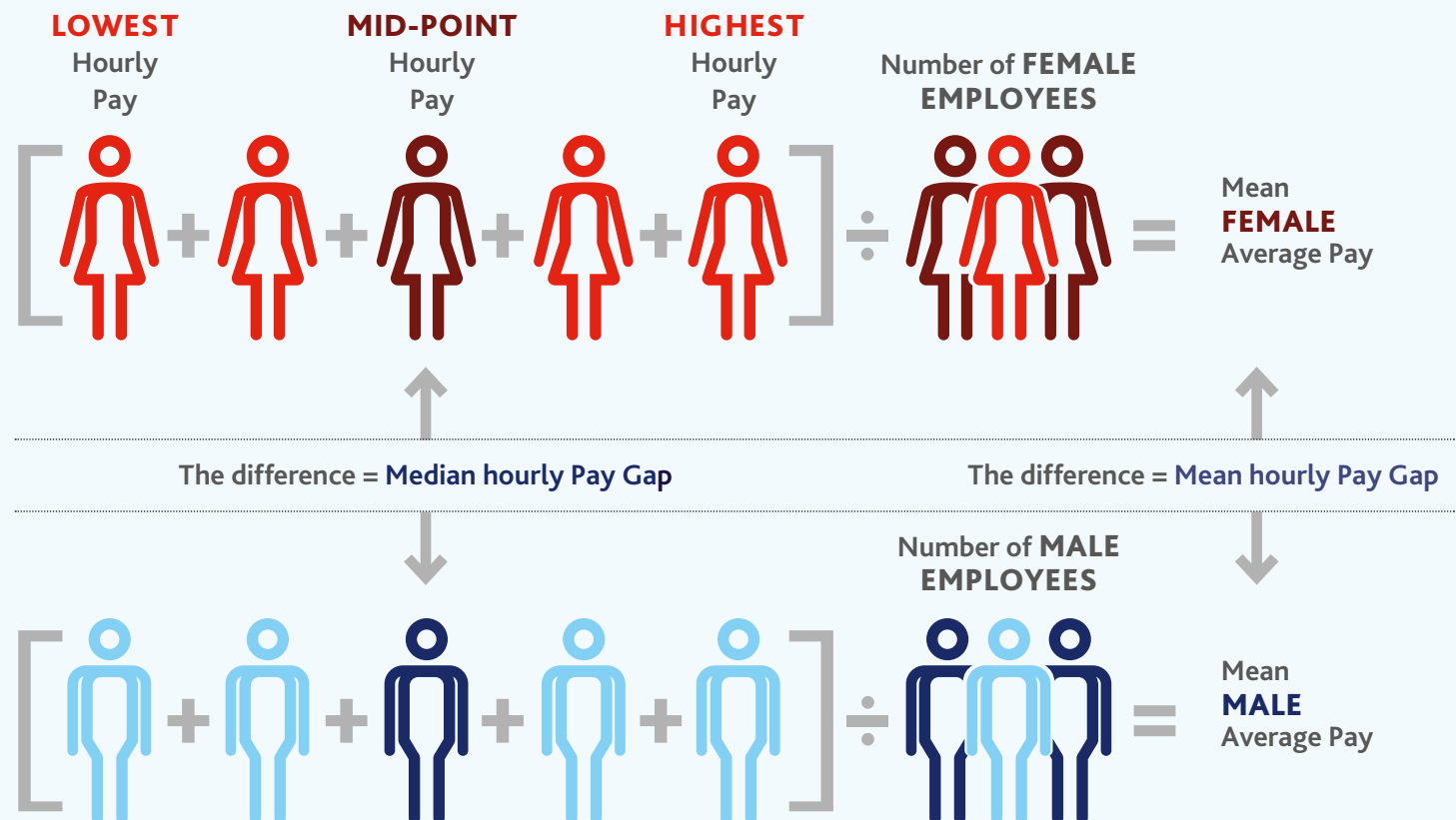
Whilst we recognise that there are more than two genders, for the purpose of this report, we will be using the guidelines provided by the government, and report only for men and women.

The gender pay gap is the difference between the average pay of men compared to the average pay of women within an organisation, across all levels of the business. In addition to gender pay gap reporting, businesses are also required to calculate any gender bonus pay gap.

How is it calculated?

The government provides guidance on how to calculate the gender pay gap and bonus pay gap, and asks organisations to report on the following:

1. The average difference in pay between men and women (this is calculated as both a mean and median value). A number greater than zero indicates that, on average, men earn more than women. A number less than zero indicates that, on average, women earn more than men.
2. The average difference in any bonuses and incentives received between men and women in the year up to 5th April 2024.
3. The number of men and women who received a bonus over the same 12-month period.
4. How many men and women appear in each pay quartile across the organisation.



Princes' mean gender pay gap is calculated by adding up all of the pay of Princes UK colleagues and dividing it by the total number of UK based colleagues for both men and women.

The median gender pay gap is calculated by lining up all of Princes UK colleagues pay and finding the mid-point for both men and women. The difference between those two mid-points is the median gender pay gap.

How is the pay gap different to equal pay?

The gender pay gap and equal pay are often confused, but the two are quite different.

The gender pay gap is a calculation across all jobs at our organisation within the UK. It does not directly compare the pay between men and women doing similar or equal value roles.

Gender pay gap reporting assesses levels of equality in the workplace in terms of male and female representation by understanding the difference in average earnings of men and women across the entire organisation, including their bonuses.

Equal pay refers to the legal requirement for men and women in the UK to be paid the same for performing the same work or work of equal value.

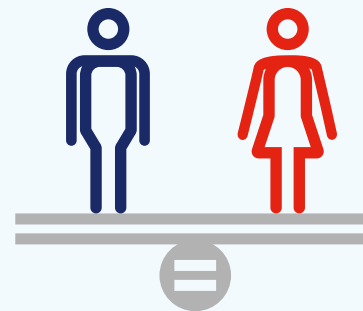
The gender pay gap is therefore not reporting disparities in earnings between men and women doing the same job.

The gender pay gap is broadly defined as the gap or variance between what men and women are paid on average in the workforce



Gender Pay Equity

Is equal pay for equal work - that is, people undertaking the same work being paid the same, regardless of gender.



Gender Parity

When men and women are equally represented at all levels in a workplace.



Gender Pay Gap

Is the gap between the median wages of women and the median wages of men. Typically you need men and women to be evenly represented at all levels of an organisation to close the gap.

What do the figures mean?

Both the gender pay gap, and the bonus pay gap are reported as a percentage. When the percentage is a positive figure, this means that women on average are paid less than men. When the percentage is a negative figure, this means that women on average are paid more than men. If there is a zero percentage difference this means that there is equal pay or bonuses between men and women.

Gender Pay Gap Trends

The primary cause of our pay gap in the UK is that we have more male than female employees at Princes, especially in operational positions and higher-paid leadership roles.

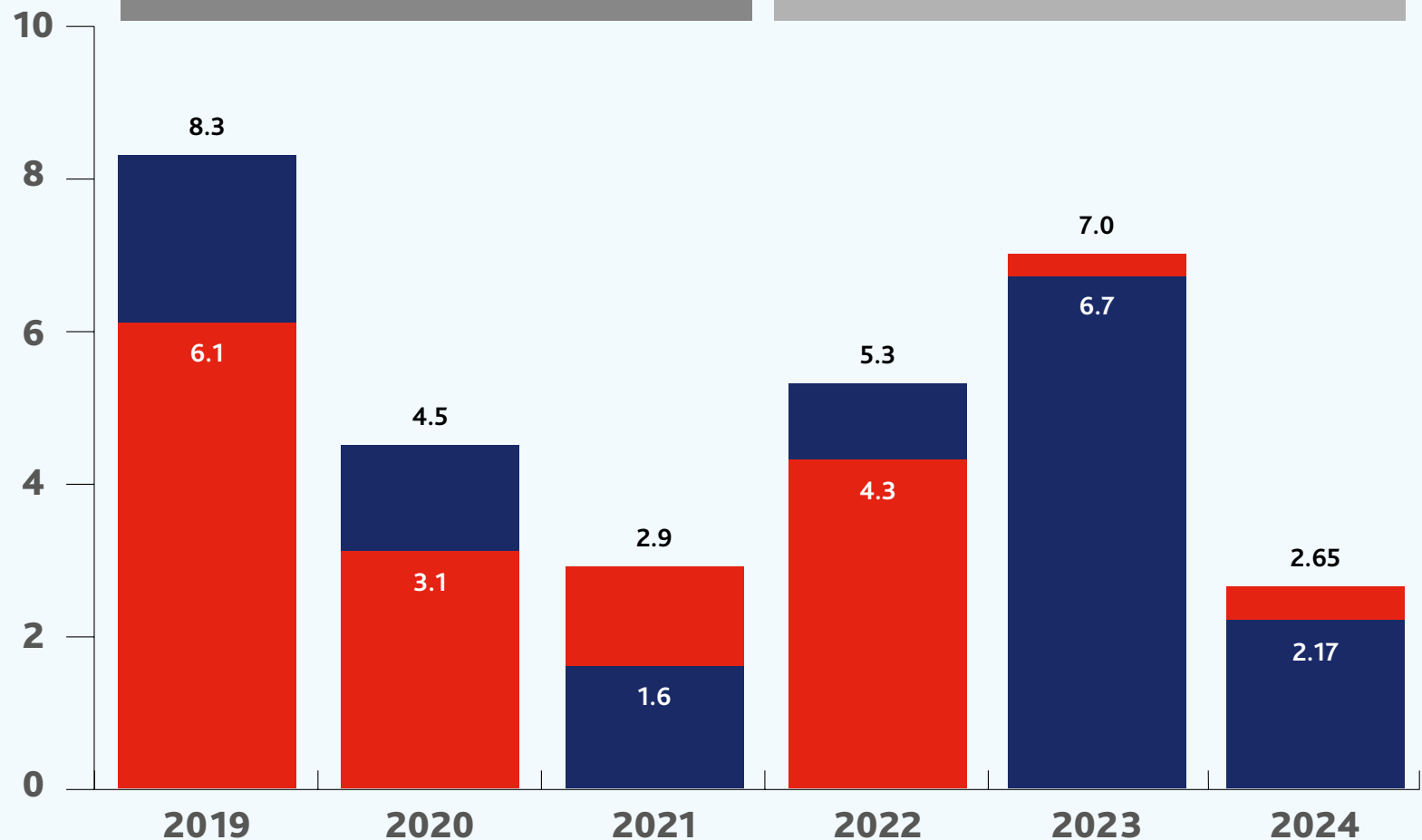
One factor that contributed to the decrease in the pay gap in 2024 was the rise in the number of women within managerial and leadership positions.

MEAN

MEDIAN

MEAN
GENDER PAY GAP
= **2.17%**

MEDIAN
GENDER PAY GAP
= **2.65%**



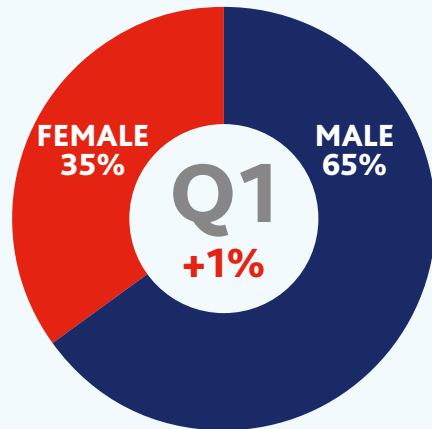
Quartile Pay Gap

Quartiles are established by grouping male and female colleagues into four equal sized groups of colleagues ('quartiles'), this is done by sorting all qualifying colleagues from highest to lowest hourly pay rates and then dividing them into four equal groups. Once all colleagues are grouped, the percentage of men and women in each quarter is calculated to show representation per quartile.

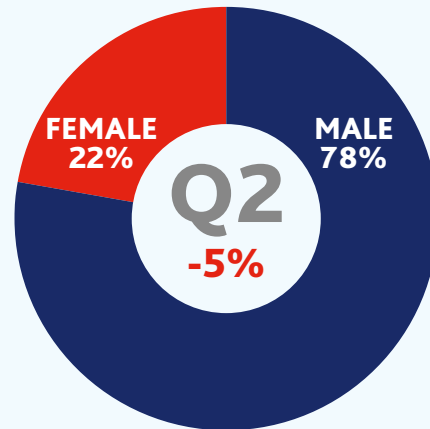
These quarters are:

- **Q4:** upper hourly pay quarter
- **Q3:** upper middle hourly pay quarter
- **Q2:** lower middle hourly pay quarter
- **Q1:** lower hourly pay quarter

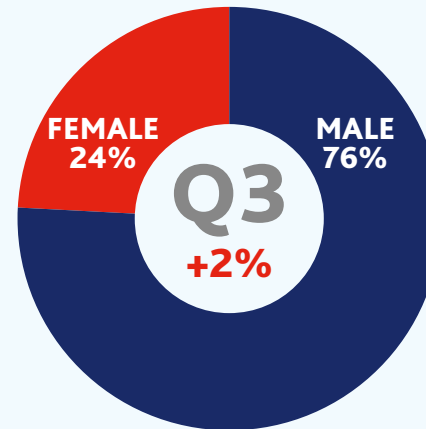
% EACH QUARTILE



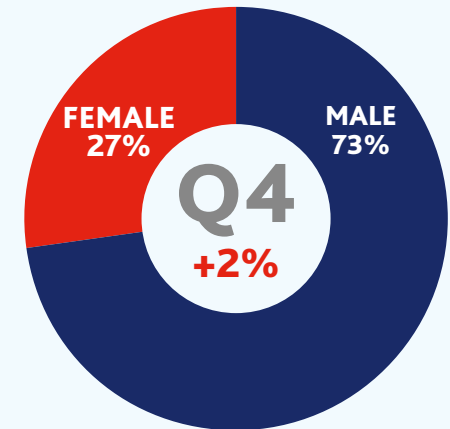
(lower)



(lower middle)



(upper middle)



(upper)

MEAN GENDER PAY GAP

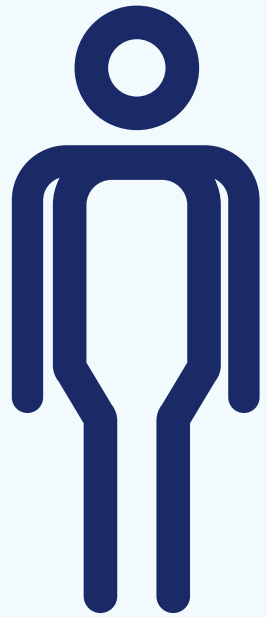
Q1 1.1% | Q2 0.1% | Q3 -1.1% | Q4 2.2%

MEDIAN GENDER PAY GAP

Q1 3.0% | Q2 0.2% | Q3 -2.2% | Q4 -9.5%

2024 is the first year in which we have reported on the **mean** and **median** gender pay gaps by **quartile**, as such no comparison data is available.

Bonus Pay Gap



MEAN BONUS PAY GAP
= 11.49%

MALE
30.40%

%
receiving
a bonus:

MEDIAN BONUS PAY GAP
= 10.42%

FEMALE
52.45%

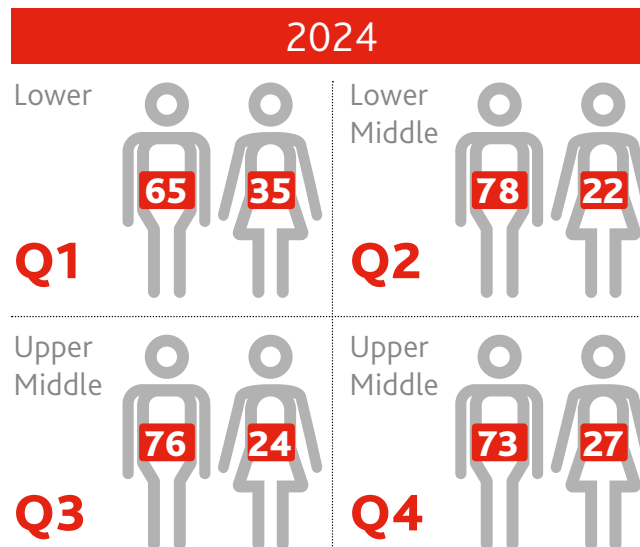
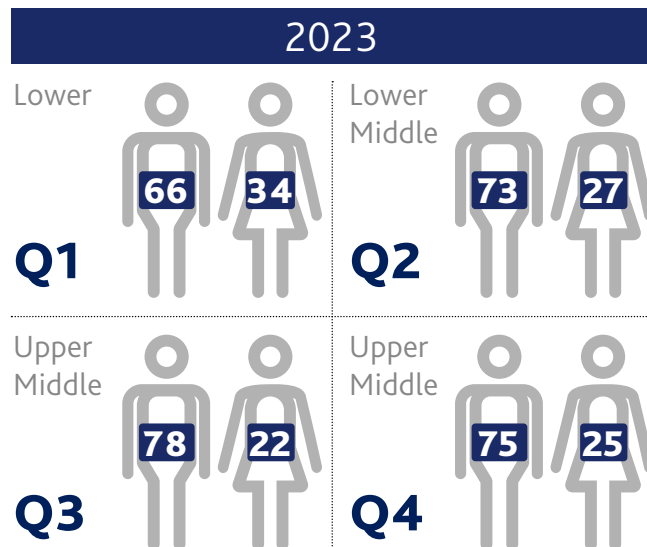
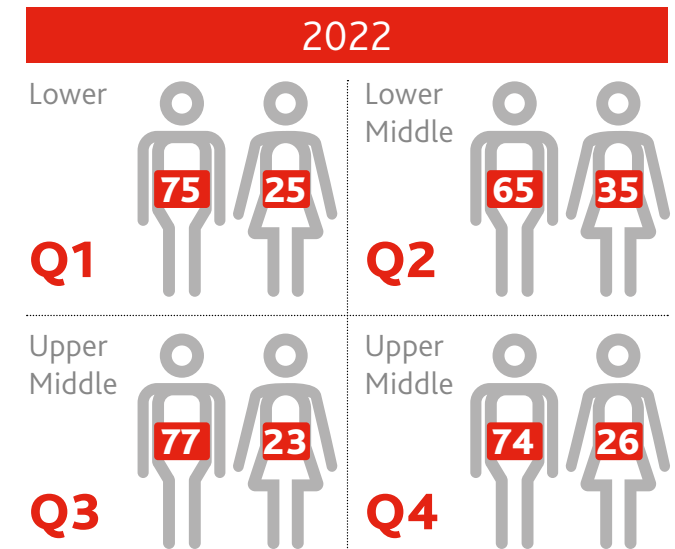
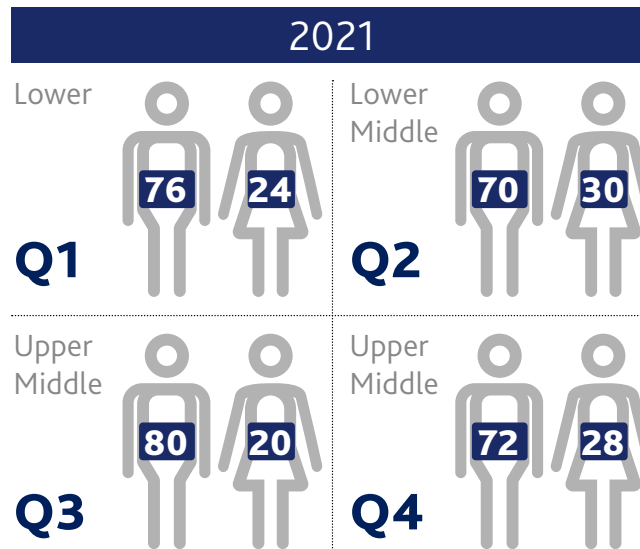
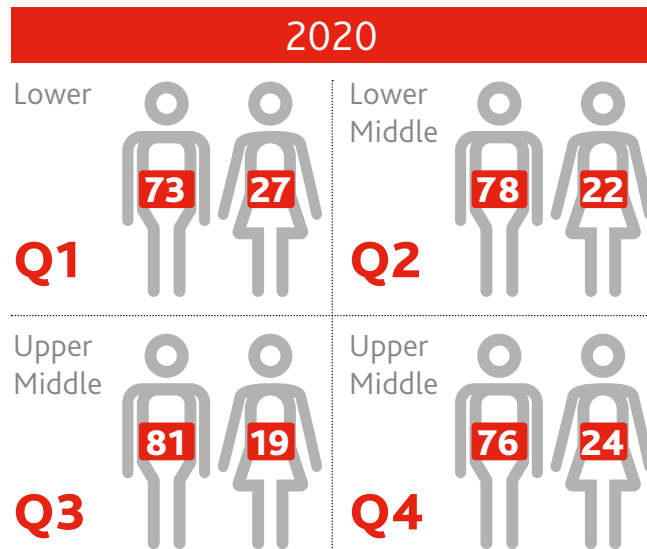


In our 2023 analysis a higher percentage of men received a bonus, however for 2024 12.05% more women received a bonus.

In 2023/24 Princes operated several forms of bonus payments, which included;

- **Long Service Award:** All UK colleagues have the opportunity to receive a Long Service Award based on their tenure;
- **Corporate Incentive Scheme:** All salaried colleagues are eligible to be included in the Scheme, payments are based on both company performance and personal performance.
- **Pride in Princes Award:** All UK colleagues are eligible to be included in this reward and recognition payment scheme; awards are paid to peer nominated colleagues who have brought our values to life.

Representation at a Glance



Building on the step change seen in 2023, whereby we saw a significant increase in female representation within our lower quartile, supporting our pipeline of talent, in 2024 we are pleased to see that we are now seeing representation of women increase within Quartiles three and four. That positive change supports more diverse representation at middle management and senior leadership levels.

Addressing the Gender Pay Gap:

What we have done....

In 2024 Princes:

- Set Representation Targets across six areas, including two around gender representation:
 - We aspire for 50% of middle management roles (Grade 3-5) to be held by women by 2030.
 - We aspire for 35% of senior leadership roles (Grade 6+) to be held by women by 2030.
- Launched our Dignity at Work Training, which supports our colleagues' understanding of equality legislation as well as discrimination, harassment, sexual harassment and bullying.
- Established an Inclusion Committee to bring together our Colleague Resource Groups with Senior Leadership Team (SLT) representation from across all of our sites to enhance the delivery of our I&D 2.0 Strategy.
- Introduced a 'Leading Others' and a 'Leadership Objective' for people managers and SLT, encouraging engagement with our I&D strategy, and supporting the development of an inclusive culture which inspires engaged and high performing colleagues.
- Developed a new UK Carers policy, which doubled the statutory UK leave requirement.
- Enhanced our engagement with GroceryAid ensuring improved EAP provision for our colleagues and ensuring awareness of the full spectrum of emotional, practical and financial support GroceryAid offers, including the Tickled Pink Breast Cancer grant.
- Built on our external reputation within the industry and candidate market to attract the best future talent for our organisation. This is evidenced by Princes being shortlisted as finalists for the British Diversity Awards, Company of the Year Award and The National Diversity Awards Diverse Company Award and placing on the Financial Times Best Employers List 2025
- Launched our Global Wellbeing Hub to provide our colleagues with improved access to information and advice on various health and wellbeing subjects spanning the three key areas of emotional, physical and financial health.
- Developed cancer guidance documents for both colleagues and managers to ensure appropriate support is provided during crucial phases of an individual's health journey.



Our Future Approach

In our continuous effort to bridge the gender pay gap and foster an inclusive workplace, we are committed to implementing tangible and sustainable measures to enhance our culture and ensure a welcoming environment for our colleagues.

Our upcoming commitments include:

- Developing a Menopause Hub to support those who experience menopause symptoms, accompanied by comprehensive manager guidance.
- The formulation of a neonatal policy to offer comprehensive support to parents.
- Creation of People Dashboards which are able to disaggregate data, enabling us to gain insights into workforce trends.
- Introducing policies, procedures and guidance for transitioning at work and equality, diversity and inclusion.
- Exploring and enhancing our Early Talent offering, to enhance our capacity to attract diverse talent.
- The development of inclusive recruitment training for all hiring managers to ensure fair hiring processes.
- Strengthening our Learning and Development offering across the organisation, giving more of our colleagues the opportunity to access learning experiences which meet their needs.





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