

2023 Gender Pay Gap Report

NWF is a leading manufacturer of fresh convenient food.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The information below is based on the requirement date of 5th April 2023. At this date NWF employed 1,167 people (36% female and 64% male).

NWF is experiencing continued growth and this is achieved thanks to our brilliant people and inclusive culture that values contribution from women and men. At NWF we are committed to rewarding people fairly and our pay decisions are based on market data and individual performance.

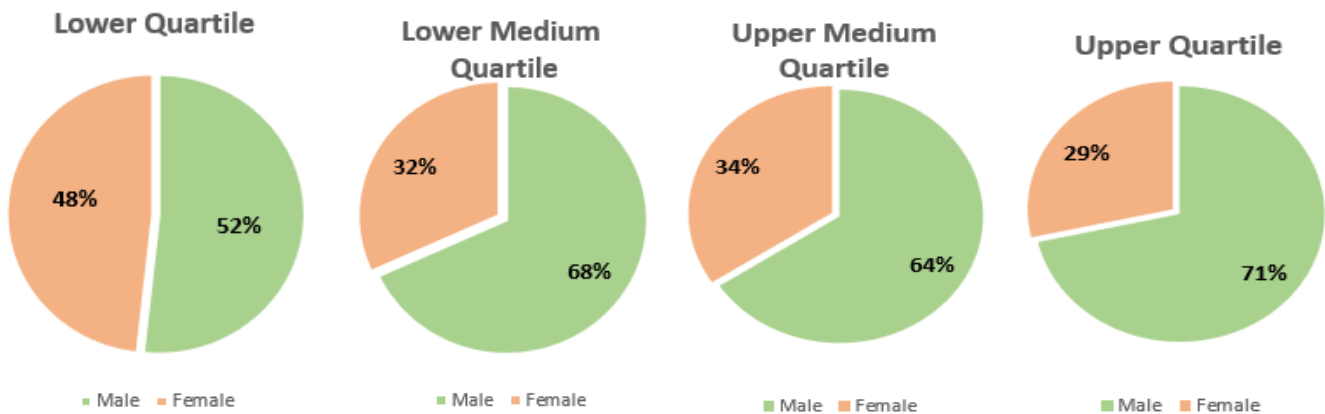
Pay and Bonus difference between female and male at 5th April 2023

	Mean	Median
Hourly Pay	5.9%	3.3%
Bonus	-7.5%	0.4%

Proportion of employees receiving a bonus in the 12 months preceding 5th April 2023

Male	Female
93.3%	94%

Proportion of males / females in each quartile pay band at 5th April 2023



I confirm that the data reported is accurate.

Colin Smith
Chief Executive Officer
31st December 2023