

ichiban UK



Gender Pay Gap Report

Gender Pay Gap Reporting

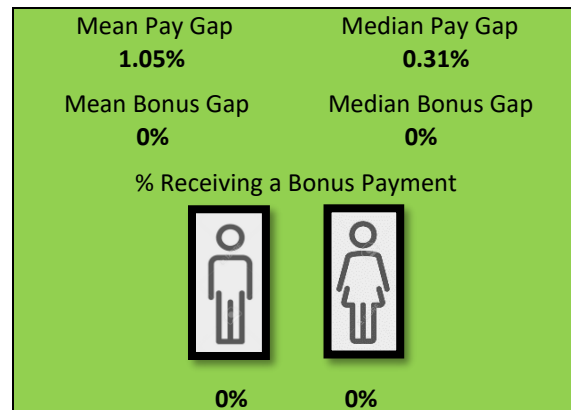
Measuring the Pay Gap

The gender pay gap shows the difference in average pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

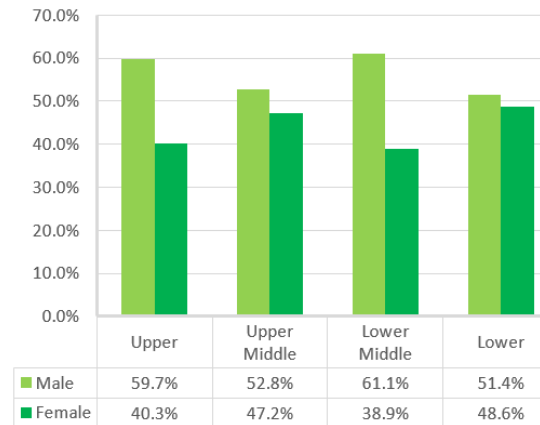
Under the UK Government's Gender Pay Gap Reporting regulations, we are required to report our gender pay gap as we have more than 250 employees.

ichiban UK currently employs approximately 330 people at one site in the UK. ichiban UK are a food manufacturer producing ready to eat authentic Asian inspired cuisine for the major retail multiples.

Of the 321 employees employed as at the 5th April 2024, approximately 85% of these are roles based within our manufacturing facility, such as Production Operatives, Skilled Operatives and Team/Area Leaders. Of the 321 employees, 57% were male and 43% were female.



Gender Split By Pay Band



Understanding Our Pay Gap

The median pay gap for employees at ichiban UK is 0.31% this is a decrease on the previous yearly reported figure of 5.5%.

The vast majority of the workforce are employed in roles with fixed pay grades. Only 15% of our workforce are employed in roles outside of these fixed pay grades.

The mean pay gap of 1.05% has been narrowed as more females moved into more senior roles and more work overtime. Our shift patterns require some unsociable hours to be worked. Whilst our unsocial shifts attract a premium, more men are slightly more likely to work them than women. As it stands our current nights shifts are 59% male.

Overtime is generally offered to skilled operatives who attract a rate of pay in excess of the National Living Wage.

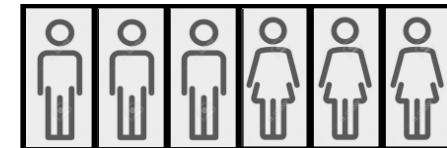
The Office of National Statistics state that men are far more likely to work in the manufacturing sector than women.¹ Supported by the figures of 1.99m males working in the manufacturing sector compared to 0.74m females working in the same sector.

The Office of National Statistics also show that the employment rates of males were 78.4% compared to 71.7% for females.²

Our Senior Management Team are the only employees eligible to receive an annual bonus. The Senior Management Team are made up of equal male to female as shown below.

No bonus was paid to any employee during this period; therefore, the mean bonus gap was 0% and the median 0%

Our Senior Team



¹ ONS – EMP13: Employment by Industry

² ONS – Employment and Employee Types

Closing the Gap

Through our company value of inclusiveness, diversity and equality we encourage each employee to reach their maximum potential.

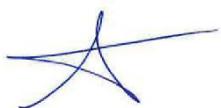
This is done through continuous training and development, apprenticeships, management and leadership training in a culture of innovation and excellence. We actively integrate succession planning into our operational establishments and teams whereby employees are developed to ensure our teams have the sufficient skills and knowledge to ensure continuity and progression.

We continue where possible to evolve our working arrangements and patterns to offer maximum flexibility to all staff, whilst maintaining the operational requirements of the business. This includes part time working, job share and use of flexible temporary labour.

We actively train all our employees on Diversity and Equality, refreshing this training every 3 years as best practice. In addition to this we record and report on a monthly basis the demographics of our workforce.

Declaration

We confirm the information and data reported is accurate as of the snapshot date 5 April 2024.



Andrew Lambert
Head of HR

