



Gender Pay Gap Report 2023



Foreword.

McCain is committed to being an employer of choice in Australia, New Zealand and globally. We want our people to be empowered, to be their authentic selves, and to make a meaningful positive difference to our business and the communities we work in.

One of our leadership principles is to bring out the best in our people. That starts by embracing inclusion and equity across genders, backgrounds and viewpoints.

I am pleased that there is no base pay gap in our Australian business when it comes to base salaries. But there is an unacceptable pay gap when it comes to total remuneration.

We need to do more as business to not only provide women with greater opportunities but to ensure they have the right support to take up those opportunities and succeed.

That's why we're going to review our diversity, equity and inclusion strategy, bring a greater focus to gender pay from the Senior Leadership Team, and we're going to get more people involved at the right levels of the business so that meaningful change can be implemented.

People should thrive in our business, and they should be encouraged to take up opportunities. But our gender pay gap – however it is measured – should be zero.

Everyone at McCain ANZ has a role to play in helping us close the gender pay gap.

Lyn Radford.

Managing Director,
McCain Foods ANZ



Calculating the gender pay gap.

The Australian Government's Gender Pay Gap legislation (Workplace Gender Equality Act 2012) requires that all companies in Australia with more than 100 employees publish their gender pay gap on an annual basis (commencing in 2024).

McCain Foods Australia Pty Ltd employs over 850 people across Australia with a further 250 in New Zealand. Although not required to report on the New Zealand population, in this report, we share a range of statistics and analysis for the April 2023 results across all of ANZ.

The difference between the gender pay gap and equal pay

Equal Pay is the legal right for men and women to receive the same payment for doing the same or similar jobs, and we have a job evaluation and grading system in place to ensure this. Whereas the gender pay gap is the difference in average earnings between men and women within an organisation. Earnings can be defined as Base Salary or Total Remuneration, which includes superannuation, overtime and bonuses. The key statistics used for this are:

Mean gender pay gap.

The mean gender pay gap is the difference in average annualised, full time equivalent earnings for women compared to men.

Median gender pay gap.

To find the median gender pay gap, the annualised, full-time equivalent earnings of all men and women within an organisation is ordered from smallest to largest. The earnings of the middle female is then compared to that of the middle male.



McCain: Our gender pay statistics.

In line with the Australian government's Workplace Gender Equality Act (2012), our 2023 analysis shows the following:

Median Gender Pay Gap: Australia

BASE SALARY PAY GAP

0.0%

TOTAL REMUNERATION PAY GAP

12.4%

National TR Pay Gap – 21.7%*

Mean Gender Pay Gap: ANZ

BASE SALARY PAY GAP

0.6%

TOTAL REMUNERATION PAY GAP

10.9%

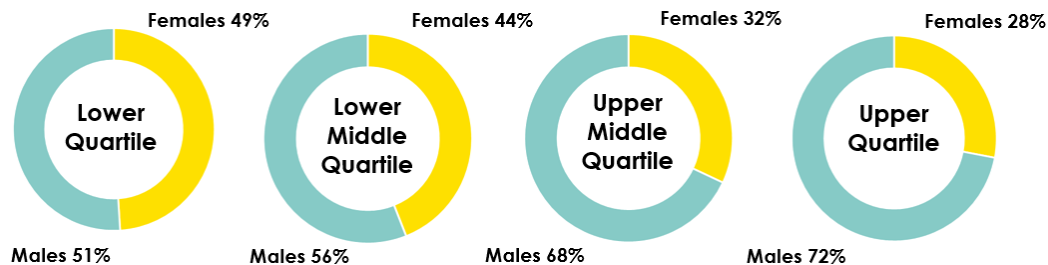
2023: Understanding our gender pay gap

At McCain Foods ANZ, the base salary average gender pay gap is **0.6%** and total remuneration average gender pay gap is **10.9%**. In Australia, McCain's median total remuneration pay gap of **12.4%** is lower than the **national average of 21.7%**, released by Workplace Gender Equality Agency (WGEA).

Our total remuneration pay gap exists for two reasons. First, females are less represented at the senior management level, which means fewer women are eligible for short- or long-term incentive payments compared to males. Second, there is a higher proportion of males in roles where there is a high level of overtime and are thus receiving more total remuneration.

Proportion of men & women in each pay quartile

Quartiles represent the pay rates from lowest to highest for our employees, split into four equal sized groups. The percentage of men and women in each Total Remuneration pay quartile in ANZ is shown on the charts below:



* WGEA – Australia data

Reducing the gender pay gap.

Our aim is to create a diverse, inclusive and equal workforce that recognises the value of different genders, backgrounds, cultures and experiences. We are on a journey and want to continue to build a culture where employees are encouraged to thrive while being their authentic selves, which in turn allows us to perform better as a business. Reducing the gender pay gap is an important part of this and whilst this can take time, we are focused on a number of initiatives to support this journey:

Reviewing the ANZ **DE&I strategy** and expanding the **Steering Committee** to better drive initiatives.



Balanced recruitment shortlists and interview panels, as well as **flexible working** to improve our ability to hire women into roles within McCain.



Reviews for **bias** in **Talent Review, Performance Assessment** and **Compensation** processes



Leadership Development, Coaching and Sponsorship programs to support the career progression of high-potential female employees.

