



Müller UK & Ireland
**Gender Pay Gap
Report 2019**

About Müller UK & Ireland



Müller UK & Ireland is wholly owned by Unternehmensgruppe Theo Müller (the Müller Group). The business is one of the top ten most chosen FMCG brands in the UK† and develops, manufactures and markets a wide range of branded and private label dairy products, made with milk from British farmers.

Müller exists to bring everyday moments of pleasure to its consumers and employs people in the UK & Ireland across three business units: Müller Yogurt & Desserts, Müller Milk & Ingredients and Milk & More.

Introduction from the Müller UK & Ireland Executive Team



Bergen Merrey
CEO
Müller Yogurt & Desserts

Müller has committed to an unprecedented investment of over £400m over the next three years and continue to invest heavily in our capabilities and our people to develop, manufacture and market a new generation of branded and private label dairy products.



Jon Jenkins
CEO
Müller Milk & Ingredients

Within the UK Market, the gender pay gap among full-time employees stands at 8.9%, little changed from 2018, and a decline of only 0.6 percentage points since 2012. Within the Manufacturing Sector specifically, the gap is 9.6%.



Patrick Mueller
CEO
Milk & More

‘We will continue to value the diversity and equality agenda’

Across our UK business we are pleased to report a 0% pay gap. Whilst this is a tremendous achievement we will continue to value the diversity and equality agenda.

Our Entities



Müller UK & Ireland Group LLP

This is our largest legal entity which employs over 91% of our employees in the UK. The business is made up of white collar and blue collar roles across multiple locations in the UK, and is a mix of our dairy, logistics and manufacturing businesses.

Müller Service Limited

This is our second largest legal entity which employs over 6% of our employees in the UK. Employees in this legal entity are professional services in Head Office or Shared Service roles who support the wider business. Service functions include IT, HR, Procurement, Tax, Legal & Compliance and Communications.

TM Telford Dairy Limited

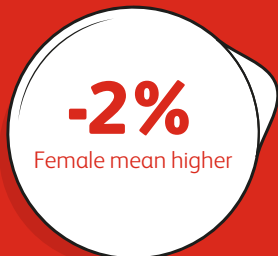
This is our smallest legal entity which employs 3% of our employees in the UK. The legal entity is made up of white and blue collar workers.

Müller UK & Ireland Gender Pay Statistics

The gender pay gap measures the difference in average pay between men and women employed in a business, regardless of their job. It should not be confused with equal pay which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

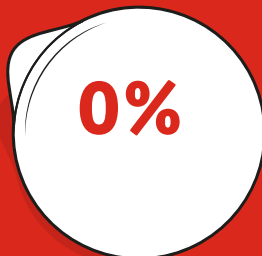
Mean Pay Gap

The mean pay gap has decreased.



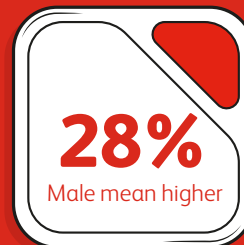
Median Pay Gap

The median pay gap has decreased.



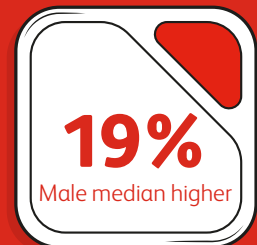
Difference in Mean Bonus Pay

The difference in mean bonus pay has remained at 28%



Difference in Median Bonus Pay

The difference in median bonus pay has remained static.



Proportion of males & females in receipt of a bonus

The proportion of both males and females in receipt of a bonus has slightly decreased due to a number of roles now incorporating commission into the yearly salary. We see this as a positive change within the business with our employees receiving a higher guaranteed salary.



Proportion of males & females in each Quartile band

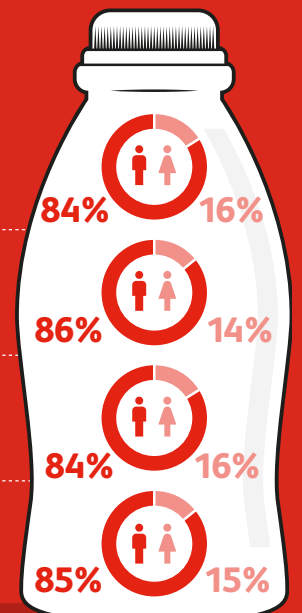
There has been little movement in the past year within the quartiles. Overall, it's broadly consistent in the proportion of women across our grading structure.

££££
Upper Quartile

£££
Upper Middle Quartile

££
Lower Middle Quartile

£
Lower Quartile



Breaking down Our Results



Müller UK & Ireland LLP Müller Service Limited TM Telford Dairy Limited

Mean Pay Gap	0%		35%		2%	
Median Pay Gap	1%		37%		7%	
Difference in Mean Bonus	28%		63%		-16%	
Difference in Median Bonus	16%		73%		5%	
Proportion of males and females in receipt of a bonus	Female 35%		Female 77%		Female 64%	
	Male 23%		Male 70%		Male 67%	
Quartile Splits	Female	Male	Female	Male	Female	Male
Lower Quartile	13%	87%	79%	21%	27%	73%
Lower Middle Quartile	13%	87%	81%	19%	25%	75%
Upper Middle Quartile	11%	89%	78%	22%	18%	82%
Upper Quartile	12%	88%	39%	61%	19%	81%

What we are doing

Müller continues to provide career progression for all employees regardless of gender.

Although the manufacturing business traditionally attracts a higher proportion of males, during 2019 we introduced a number of measures offering solutions on how to attract a greater diverse workforce.

Flexible working arrangements help to improve our employees work/life balance.

Apprenticeships are offered across the business which allows current or prospective employees an opportunity to pursue a wide range of career paths.

In 2019, we successfully rolled out our unconscious bias e-learning training module. We will continue to offer this training programme for all new employees.

An internal equal pay audit conducted during the year reassures that we compensate employees fairly for the work that they do.





www.muller.co.uk

Disclaimer

We confirm that the data and information reported are accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Müller UK & Ireland Executive Team