



Müller UK & Ireland

Gender Pay Gap Report 2022

About Müller UK & Ireland



Müller UK & Ireland is wholly owned by Unternehmensgruppe Theo Müller which employs over 32,000 people throughout Europe. In the UK, Müller develops, manufactures and markets a wide range of branded and private label dairy products made with milk from 1,300 farmers in Britain.

Müller is ranked within the top 20 in The Grocer's Top 100 list of Britain's Biggest Brands and is picked from shelves millions of times each year. Müller UK & Ireland includes:

Müller Milk & Ingredients, which aims to be the partner of choice for its customers and produces branded and private label fresh milk, cream, butter and ingredients products. It boasts a network of dairies and depots servicing customers throughout the country.

Müller Yogurt & Desserts, the UK's leading yogurt manufacturer which aims to create millions more Müller moments for its consumers. It is responsible for major brands like Müller Corner, Müllerlight, Müller Bliss, Müller Rice, and Müller FRijj and produces chilled desserts under licence from Mondelez International. It also supplies the UK private label yogurt market from a dedicated, state of the art yogurt facility.

In the UK **Milk & More** delivers daily essentials to more than 350,000 homes in England, via a network of 43 local fulfilment centres. The milkman is arguably the original home delivery service and Milk & More is ensuring that this great British tradition continues to flourish.

Müller aims to add taste to life and inspire people to live happier and healthier lifestyles.

The Müller UK Executive Team

Within the UK Market, the gender pay gap among full-time employees stands at 8.3%, up from 7.7% in 2021.*

Across our UK business we are reporting a -4% Gender Pay Gap.

Our Entities



Müller UK & Ireland Group LLP

This is our largest legal entity which employs over 75% of our employees in the UK. The business consists of a mixture of Management & Support and Core Operations roles across multiple locations in the UK, and is a mix of our dairy, logistics and manufacturing businesses.

Müller Service Limited

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

Colleagues within Müller Service are in Head Office or Shared Service roles.

MoreCo

This is our second largest legal entity which employs 15% of our employees in the UK. This business focuses primarily on logistics through door step delivery and has a mixture of Management Support and Core Operations employees.

TM Telford Dairy Limited

This is our smallest legal entity which employs 3% of our employees in the UK. The legal entity consists of a mixture of Management & Support and Core Operations workers.



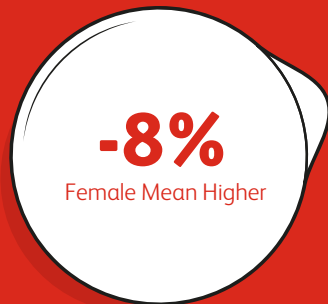
Müller UK & Ireland Gender Pay Statistics



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.

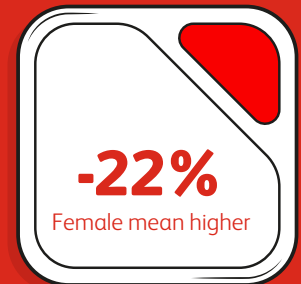
Mean Pay Gap

The mean pay gap is -1%



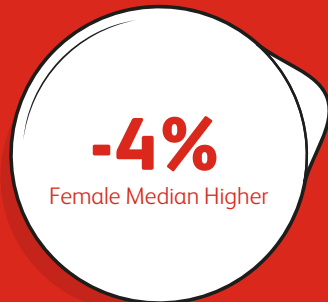
Difference in Mean Bonus Pay

The difference in mean bonus pay is -22%.



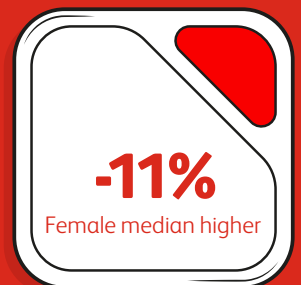
Median Pay Gap

The median pay gap is 2%



Difference in Median Bonus Pay

The difference in median bonus is -11%.



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 annual 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

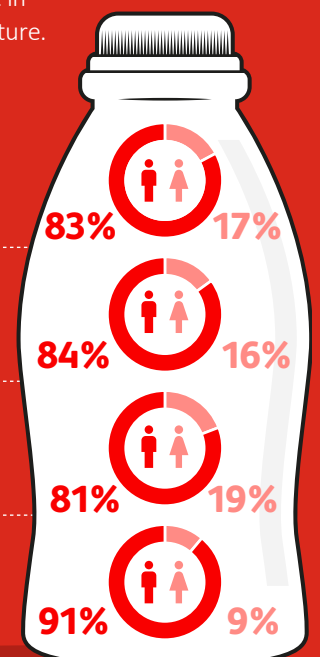
There has been little movement in the past year within the quartiles. Overall, it's broadly consistent in the proportion of women across our grading structure.

£££££
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	MoreCo				
Mean Pay Gap	4%	20%	5%	-54%				
Median Pay Gap	6%	23%	4%	-22%				
Difference in Mean Bonus	-6%	49%	4%	-91%				
Difference in Median Bonus	43%	61%	8%	1%				
Proportion of males and females in receipt of a bonus	Female 82%	Female 66%	Female 75%	Female 44%				
	Male 85%	Male 72%	Male 77%	Male 9%				
Quartile Splits	♀	♂	♀	♂	♀	♂	♀	♂
Lower Quartile	20%	80%	67%	33%	26%	74%	1%	99%
Lower Middle Quartile	15%	85%	67%	33%	21%	79%	3%	97%
Upper Middle Quartile	12%	88%	51%	49%	21%	79%	1%	99%
Upper Quartile	13%	87%	37%	63%	14%	86%	12%	88%

What we are doing

Müller continues to be committed to providing equality in both recruitment and career progression for all employees regardless of gender.

The manufacturing industry has always attracted a higher proportion of males, however we have introduced a number of measures recently to attract, promote and retain a diverse workforce.

These include but are not limited to:

- Women in Müller and Wellbeing programmes have gained real traction over the past year with multiple guest speakers and events on site with fantastic engagement
- Evolving our Diversity and Inclusion strategies including regular equal pay audits
- A drive towards 30% women in in supervisor & manager roles by 2025
- Since 2020 we now have 54 more women in leadership roles
- Apprenticeships across all areas of the business





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