



#1 FAN

RONG!  
SHE'S  
COOL!  
SHE COMES FROM  
LIVERPOOL  
KJT  
JOHNSON  
TRICORP

GREAT BRITAIN

Müller UK & Ireland

# Gender Pay Gap Report 2020

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# About Müller UK & Ireland



Müller UK & Ireland is wholly owned by Unternehmensgruppe Theo Müller which employs 24,000 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 1,500 farmers in Britain.

Müller is ranked at No.17 in The Grocer's Top 100 list of Britain's Biggest Brands, and it is also Britain's most chosen dairy brand, picked from shelves more than 182 million times each year.

Müller UK & Ireland comprises three business units: Müller Yogurt & Desserts, Müller Milk & Ingredients and Milk & More.

Müller is an Official Supporter of British Athletics and Athletics Ireland and has been title partner for 16 world-class events since 2016, with more to come throughout 2021 and 2022. Müller aims to add taste to life and inspire people to live happier and healthier lifestyles.

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## Introduction from the Müller UK & Ireland Executive Team



**Justin Cook**  
CEO  
Müller Yogurt & Desserts



**Jon Jenkins**  
CEO  
Müller Milk & Ingredients



**Patrick Mueller**  
CEO  
Milk & More

Müller UK & Ireland is an entrepreneurial, progressive and vibrant family run business, and we aim to make each day better than the last. Our people are absolutely crucial to our success and we're building a better business from the inside out.

Within the UK Market, the gender pay gap among full-time employees stands at 7.4%, down from 9% in 2019. Within the Manufacturing Sector specifically, the gap is higher at 13%.\*

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**Across our UK business we are reporting a 2% Gender Pay Gap.**



# 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 consists of a mixture 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 employees 7% 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.

## TM Telford Dairy Limited

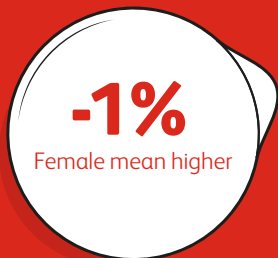
This is our smallest legal entity which employees 2% of our employees in the UK. The legal entity consists of a mixture of white and blue collar workers.

# 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.

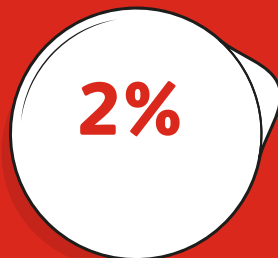
### Mean Pay Gap

The mean pay gap is -1%



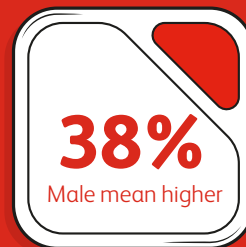
### Median Pay Gap

The median pay gap is 2%



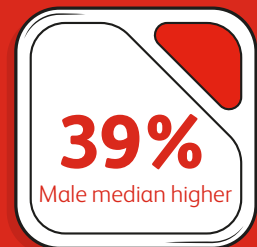
### Difference in Mean Bonus Pay

The difference in mean bonus pay is 38%



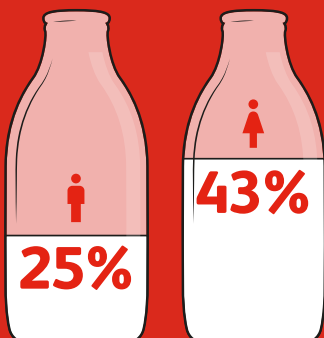
### Difference in Median Bonus Pay

The difference in median bonus is 39%



### 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

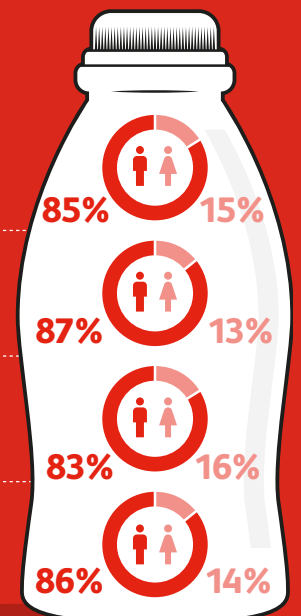
There has been little movement in the past year within the quartiles. Overall, it's broadly consistent in the proportion of women across our grading structure.

££££  
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

<b>Mean Pay Gap</b>	1%		34%		7%	
<b>Median Pay Gap</b>	2%		37%		6%	
<b>Difference in Mean Bonus</b>	36%		71%		-4%	
<b>Difference in Median Bonus</b>	65%		74%		9%	
<b>Proportion of males and females in receipt of a bonus</b>	Female 22%		Female 72%		Female 76%	
	Male 32%		Male 70%		Male 72%	
<b>Quartile Splits</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>
<b>Lower Quartile</b>	10%	90%	75%	25%	32%	68%
<b>Lower Middle Quartile</b>	15%	85%	77%	23%	23%	77%
<b>Upper Middle Quartile</b>	11%	89%	63%	37%	20%	80%
<b>Upper Quartile</b>	10%	90%	38%	62%	15%	85%

## 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 progressively diverse workforce.

These include but are not limited to :

- Women in Müller
- Unconscious Bias Training
- Annual Equal Pay Audit
- Flexible working where possible
- Apprenticeships across all areas of the business





[www.muller.co.uk](http://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