



Müller UK & Ireland

Gender Pay Gap Report 2021

About Müller UK & Ireland



Müller UK & Ireland is wholly owned by Unternehmensgruppe Theo Müller which employs over 31,000 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 Britain's private label dairy leader 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 which is 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, FRijj and Müller Kefir Smoothie 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 400,000 homes in England, via a network of 48 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 is an Official Supporter of British Athletics and Athletics Ireland and has been title partner for 19 world-class events since 2016, with more to come throughout 2022.

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 7.9%, up from 7% in 2020. Within the Manufacturing Sector specifically, the gap is higher at 11.7%.*

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 Management & Support & 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 second 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.

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 & 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.

Difference in Mean Bonus Pay

The difference in mean bonus pay is -98% - this is a significant change to last year due to numerous bonuses paid by the business based on the external conditions of the time.

Difference in Median Bonus Pay

The difference in median bonus is -804% - this is a significant change to last year due to numerous bonuses paid by the business based on the external conditions of the time.

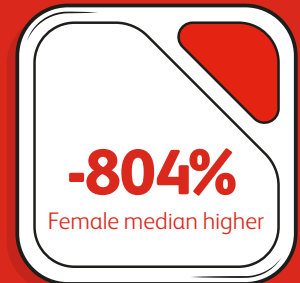
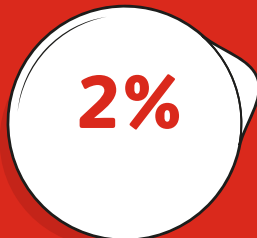
Mean Pay Gap

The mean pay gap is -1%



Median Pay Gap

The median pay gap is 2%



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

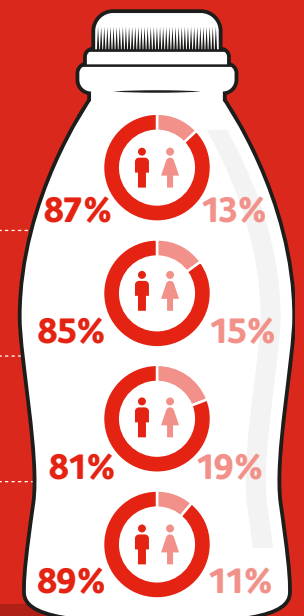
There has been little movement in the past year within the quartiles. Overall, it's broadly consistent in the proportion of women across our grading structure.

££££
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% | | 6% | |
| Median Pay Gap | 3% | | 38% | | 4% | |
| Difference in Mean Bonus | -48% | | 37% | | 6% | |
| Difference in Median Bonus | -501% | | 48% | | 8% | |
| Proportion of males and females in receipt of a bonus | Female 28% | | Female 78% | | Female 77% | |
| | Male 38% | | Male 72% | | Male 81% | |
| Quartile Splits | Female | Male | Female | Male | Female | Male |
| Lower Quartile | 8% | 92% | 77% | 23% | 27% | 73% |
| Lower Middle Quartile | 16% | 84% | 62% | 38% | 11% | 89% |
| Upper Middle Quartile | 12% | 88% | 39% | 61% | 20% | 80% |
| Upper Quartile | 10% | 90% | 30% | 70% | 13% | 87% |

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 modern diverse workforce.

These include but are not limited to :

- Women in Müller and Wellbeing programmes launched across the business in 2021
- Evolving our Diversity and Inclusion strategies through 2022
- Equal Pay Audit completed in October 2021
- Unconscious bias e-learning
- 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