



Gender Pay Gap Report

Snapshot from 5th April 2021

WEIYUAE

Introduction

At Meiyume, we remain committed to building the best platform for equality, diversity and inclusion in the workplace and have made some great progress in 2021 that we are excited to share with you in this report.

As with many others, the Pandemic presented our business with massive challenges. However, what it also meant, was that we were forced to stand back, take stock and refocus our efforts on what really makes Meiyume stand out from our competitors.

Our people!

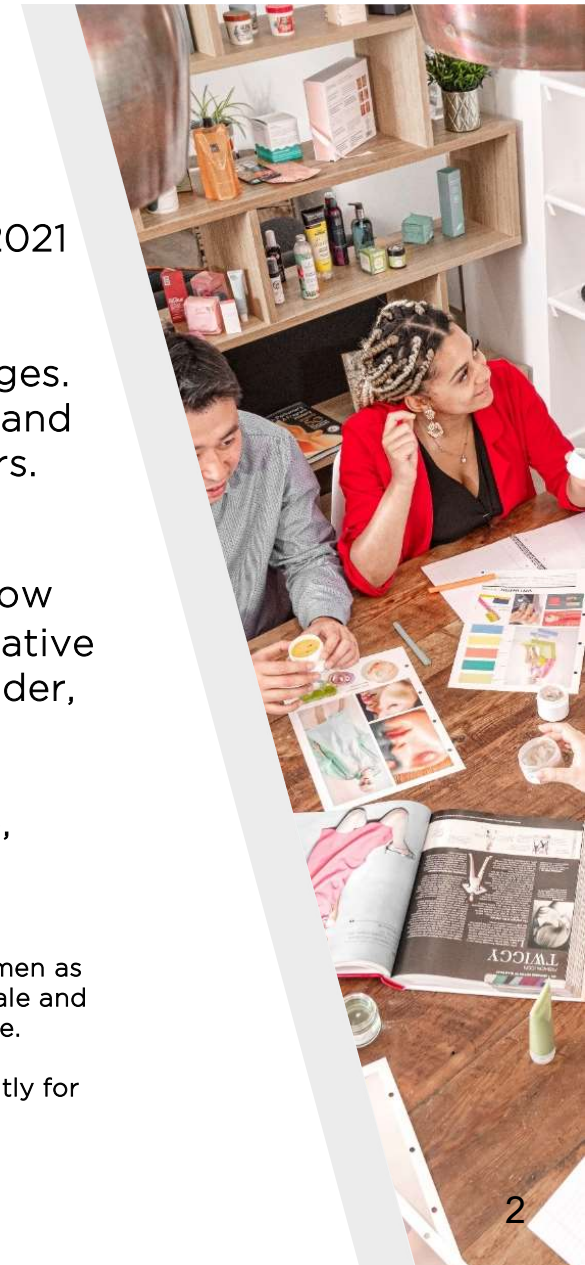
We believe that diversity is about recognising and embracing 'different'. We know the benefit of having a range of perspectives in our workforce that are representative of the local population as well as our customer base. Therefore, regardless of gender, we aim to support our people, to develop and be their best.

Our team is broadly balanced between genders, so it should come as no surprise, that gender equality is extremely important to us.

A little reminder:

This gender pay gap report shows the difference between the average hourly pay (excluding overtime) of men and women as at 5th April 2021. It sets out the mean and median pay gap, the bonus mean and median gap and the percentage of female and male colleagues who received a bonus payment, including the percentage of females and males in each pay quartile.

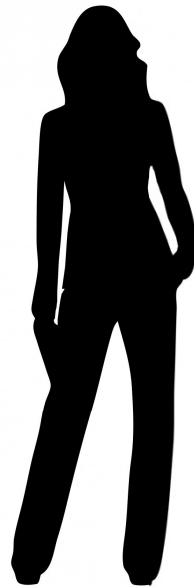
Gender pay gap is not the same as Equal Pay. Equal pay deals with pay discrimination when one gender is paid differently for carrying out the same, similar, or work of equal value.



Percentage of Female and Male Colleagues

We saw a slight increase in the number of male colleagues employed, verses female colleagues. However, we continue to have a fairly balanced gender profile, which can also be seen with the gender split of our leadership team.

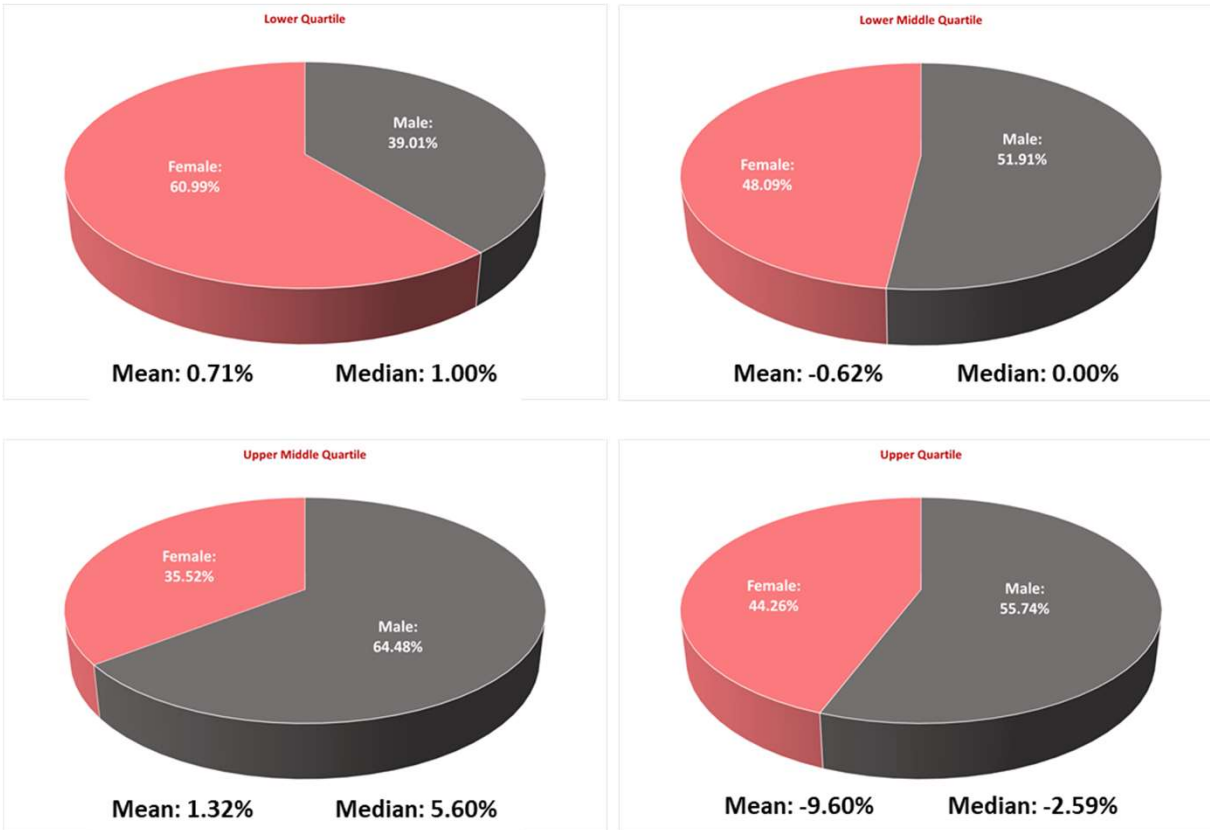
47.20% FEMALE



52.80% MALE



Pay quartiles

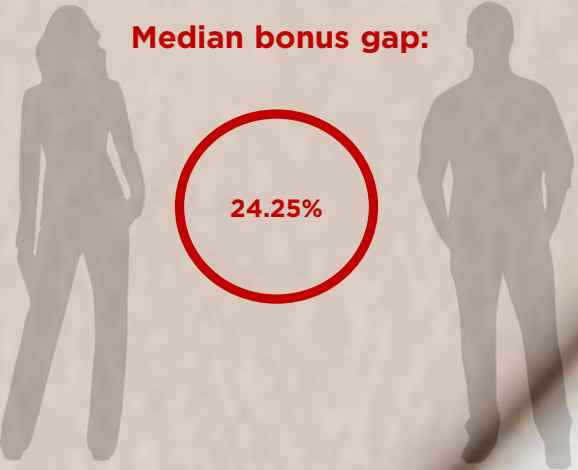


Overall, our mean gender pay gap is 2.08% and the median is 3.11%.

Our gender pay gap remains lower than the national average pay gap of 7.9% (based on data from the Office of National Statistics' Gender Pay Gap in the UK: 2021).



Bonus Gaps



Female colleagues receiving a bonus:

30.19%

Male colleagues receiving a bonus:

13.70%



What we said we would do to address our Gender Pay Gap

Last year, we made a number of commitments focusing on gender equality. Our journey will continue and we are by no means finished, however, we wanted to let you know how we are doing so far.

2020/21 Commitment	2021 Update
Continue to focus on our Equality, Diversity and Inclusion agenda, making sure all colleagues receive appropriate training and support	<ul style="list-style-type: none"> - Face to face training on Equality, Diversity & Inclusion, delivered - Online interactive training modules introduced for all new employees, including 'Code of Conduct'
Review our talent acquisition processes, making sure that our methods of attraction are non-gender biased, with the aim of attracting and retaining the best talent, regardless of gender	We appointed a new Talent Acquisition Specialist and all recruitment, onboarding & induction processes are currently being reviewed
Focus on a longer-term goal to invest in talent programmes that build a strong talent pipeline with the aim of promoting from within	<ul style="list-style-type: none"> - We setup a new Level 3 and Level 5 Leadership Apprenticeship for all line managers - Our skills matrix for manufacturing colleagues has been revamped and updated
Continue to reinforce our pay strategy that is performance and skills based, and ensure fairness in pay for all roles	<ul style="list-style-type: none"> - We have developed a new career and pay framework for all functions and job roles, providing clarity in career development and pay, benchmarked internally and externally for fairness and transparency - We have already started the implementation of this new framework for our manufacturing colleagues



Our Ongoing Commitment to Gender Equality

We remain committed to fostering a fair and respectful workplace and will continue to support our colleagues to reach 'their' full potential.

Our Mission:

To have a workplace where all individuals are respected and where both differences and similarities are valued, by promoting awareness and education about Inclusion and Diversity.

Our Vision:

To continue to build and nurture a culture of diversity, inclusion and belonging - where there is a deep sense of pride and passion that transcends any role, business unit, language or location and is unified in our shared commitment to excellence, innovation and social responsibility.

**WE CONFIRM THAT THE INFORMATION CONTAINED WITHIN THIS REPORT,
TO THE BEST OF OUR KNOWLEDGE IS ACCURATE.**



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CEO



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