



## **ADM Milling Limited (UK)**

Gender Pay Gap Report – April 2020



#IncludingYou

# What is the Gender Pay Gap?

Since April 2017, all organisations employing more than 250 people have been required to report annually on their gender pay gap.



The gender pay gap measures the difference in average earnings between women and men across the workforce. It is based on average hourly earnings and has been developed to address the representation of women in the workforce.

Gender pay is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay.

# What are we doing about our Gender Pay Gap in ADM UK Milling?

A team, led by myself, has been created to work towards building a more diverse workforce...

Our initial areas of focus include :

- Recruitment training including diversity and inclusion
- Short term initiatives such as secondments or job swaps to diversity skills in the workforce
- Additional support for females during their maternity leave journey
- Establishment of a mentoring support system
- Providing graduate and apprenticeship opportunities irrespective of gender, especially in commercial and operations areas
- Establishing a UK D&I employee focus group

As a business, we are committed to building on these steps to tackle our gender pay gap, and to encourage an inclusive culture with a diverse workforce where all colleagues feel they belong.

Alistair Cross, Managing Director -

April 2021

# What is our Gender Pay Gap?

	2020	2019	2018	2017
Mean	11.48%	9.18%	11.44%	11.90%
Median	18.89%	11.11%	13.47%	14.10%
Mean bonus pay gap	75.44%	74.15%	81.73%	81.60%
Median bonus pay gap	43.38%	39.62%	43.34%	31.70%
Proportion of males received bonus	4.13%	5.43%	5.32%	5.10%
Proportion of females received bonus	1.59%	1.47%	1.43%	1.30%

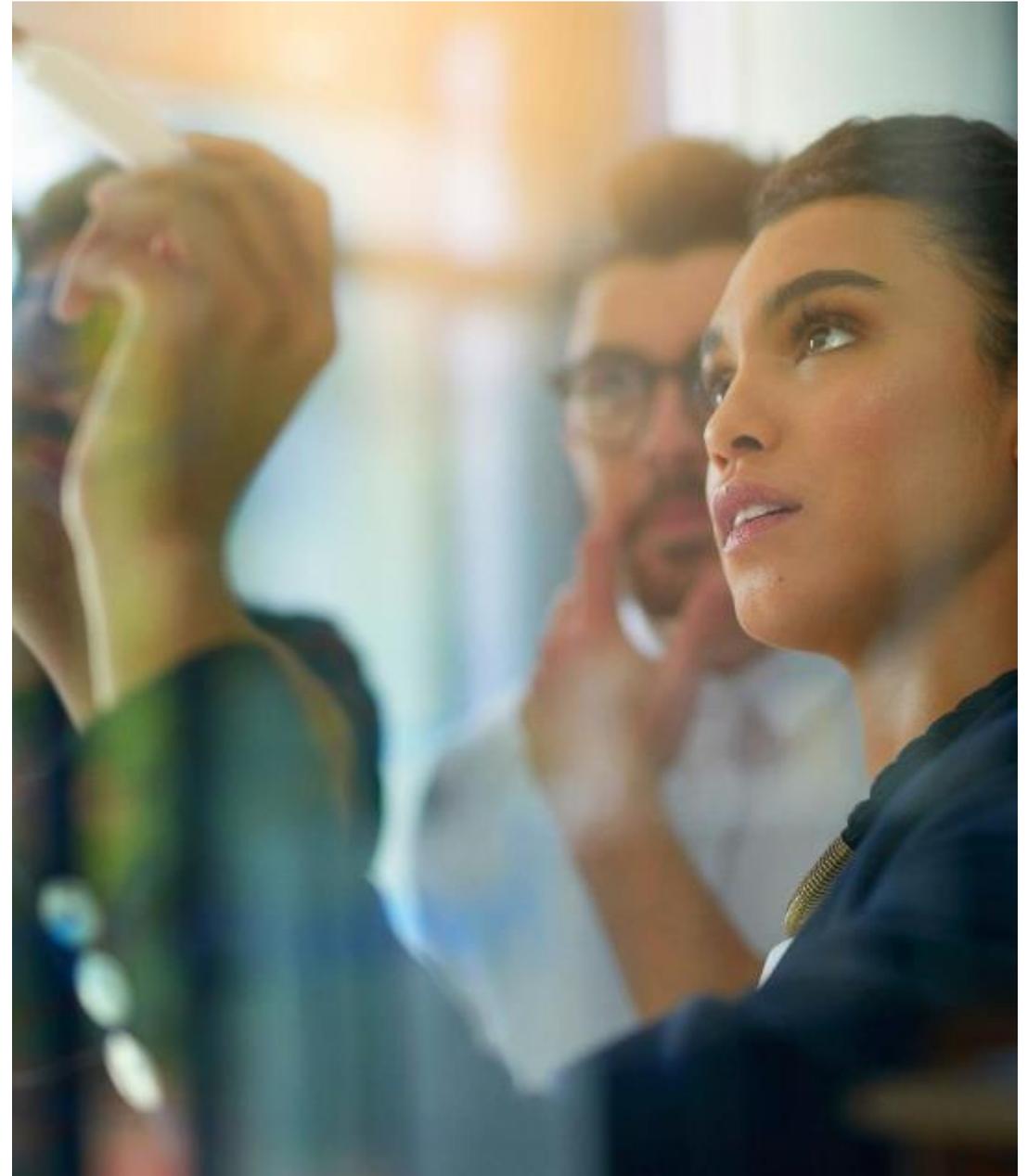
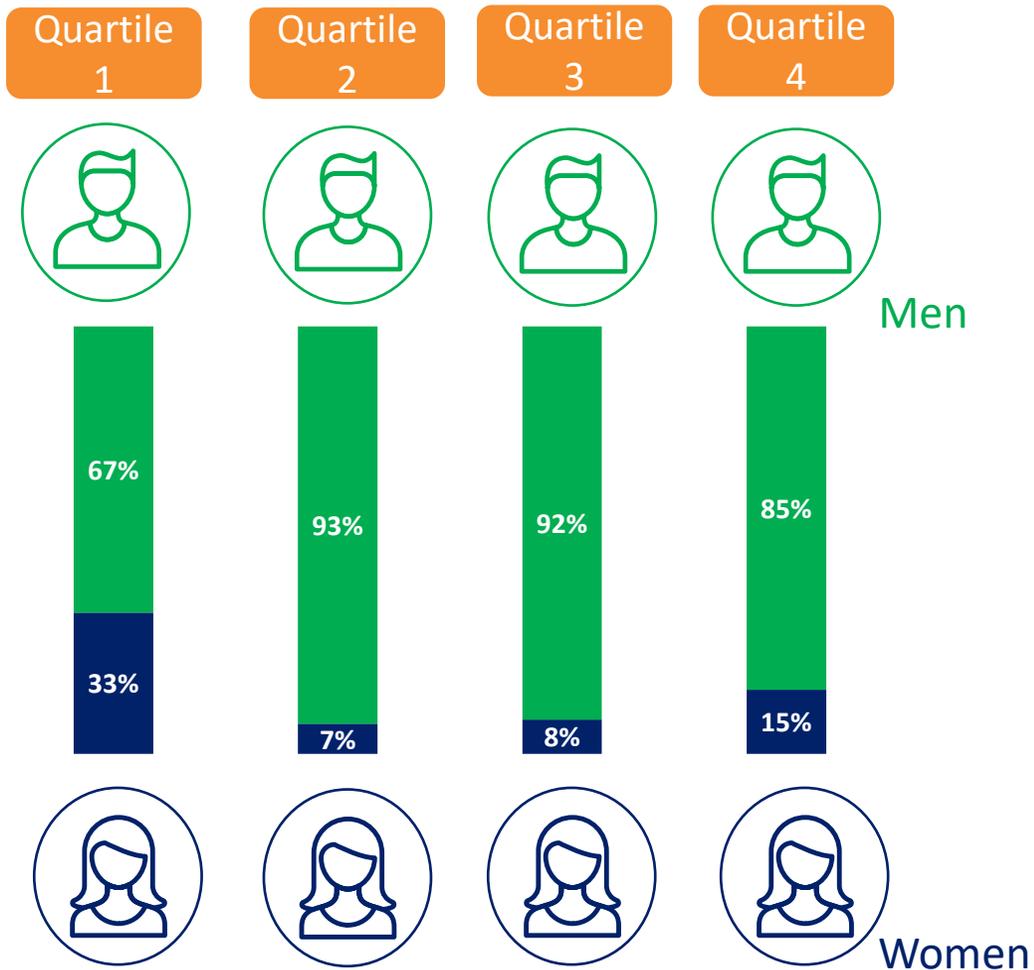
## KEY:

- **Mean pay gap:** The difference between the mean hourly rate of pay of all male and female employees.
- **Median pay gap:** The difference between the median hourly rate of pay of all male and female employees.
- **Mean bonus pay gap:** The difference between the mean bonus pay paid to all male and female employees.
- **Median bonus pay gap:** The difference between the median bonus pay paid to all male and female employees.
- **Proportions paid a bonus:** The proportions of all male and female employees who were paid bonus pay.

The data contained in this report is based on a snapshot date of **5 April 2020**. As of this date ADM Milling employed 402 people, across 8 locations.

# Pay Quartiles

The proportions of relevant male and female employees in the lower, lower middle, upper middle and upper quartile pay bands:



# ADM UK Milling is part of ADM – ADM’s global vision is to have an inclusive culture with a diverse workforce where all colleagues globally feel they belong

At ADM we bring together colleagues with many different backgrounds, perspectives and experiences and these global teams drive innovative thinking, growth and diversity of thought

At ADM we create and maintain a respectful culture in which all colleagues regardless of age, gender, race, ethnicity, national origin, religion, disability, sexual orientation and marital status are included and feel empowered to contribute fully to ADM’s success

Through the diversity and wide ranging experience and backgrounds of ADM’s global workforce, we create a competitive advantage; we are actively building a global talent base to support strategic growth, to embrace technology, and to relate to the consumer of the future

## Strategic Pillars - How will we achieve our vision



**Leadership Engagement  
& Communication**



**Recruiting**



**Advancement &  
Retention**



**Networks &  
Sponsorships**

# Strategies implemented in the UK to encourage a diverse workforce

ADM Milling recognise there is further work to be done to ensure a more balanced representation in the areas where women are currently underrepresented.

In the area of recruitment and selection we have introduced several measures to assist with our diversity and inclusion efforts including:

- ✓ Rolling out unconscious bias training as part of our annual required training to ensure that everybody understands diversity and inclusion.
- ✓ Using a specific tool to ensure that our job descriptions are gender neutral and are drafted to attract all qualified talents.
- ✓ ADM have created a sponsored campaign on LinkedIn to attract more women to our workforce to which more than 80 women have shared their profiles with us and we are now engaging with this group on a regular basis to make sure they keep interested in working at ADM.
- ✓ Inclusive hiring commitment – at least 1 candidate from an underrepresented background needs to be shortlisted and at least one diverse interviewer. This is tracked at every job opening and hiring teams need to justify in case this has not been achieved.
- ✓ Using a candidate scoring matrix to support candidate assessment and facilitate hiring decisions.
- ✓ Identifying the job band of the role that is being recruited for. This enables us to compare other candidates in the same job band and make an equitable offer, compared to colleagues doing the same job, and who have a similar profile.