



# ADM Milling Limited (UK)

Gender Pay Gap Report – April 2022



#IncludingYou

# Introduction to ADM

We aim to have a diverse workforce which represents the customers we serve and the communities we reside in. Through our different DE&I campaigns and forums we encourage colleagues to learn from each other and celebrate their differences. There is a clear link between ADM's purpose, value and vision to enrich the quality of life over the world and our diversity and inclusion efforts.

**Stonewall** **DIVERSITY CHAMPION**



# ADM Milling's Gender Pay Results

Pay	2020	2021	2022
<b>Mean</b>	11.48%	14.80%	9.88%
<b>Median</b>	18.89%	18.68%	13.91%
<b>Bonus</b>			
<b>Mean</b>	75.44%	52.17%	69.31%
<b>Median</b>	43.38%	23.14%	85.23%
<b>Proportion of males received bonus</b>	4.13%	91.21%	11.93%
<b>Proportion of females received bonus</b>	1.59%	61.76%	15.15%

We have significantly reduced the mean pay gap in 2022 and increased the proportion of females to receive a bonus than in previous years.

*Note in 2021 the company rewarded all front-line colleagues who worked in key operational roles throughout the pandemic a one-off bonus which significantly increased the number of colleagues who received a bonus*

## 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 2022**. As of this date ADM Milling employed 393 people.

Recognising that the UK Flour Milling Industry as a whole is male dominated, we continue to work hard to improve our gender diversity for the future. To help female leaders develop and advance in their careers as we strive to improve gender balance in our leadership roles we have provided the following support:

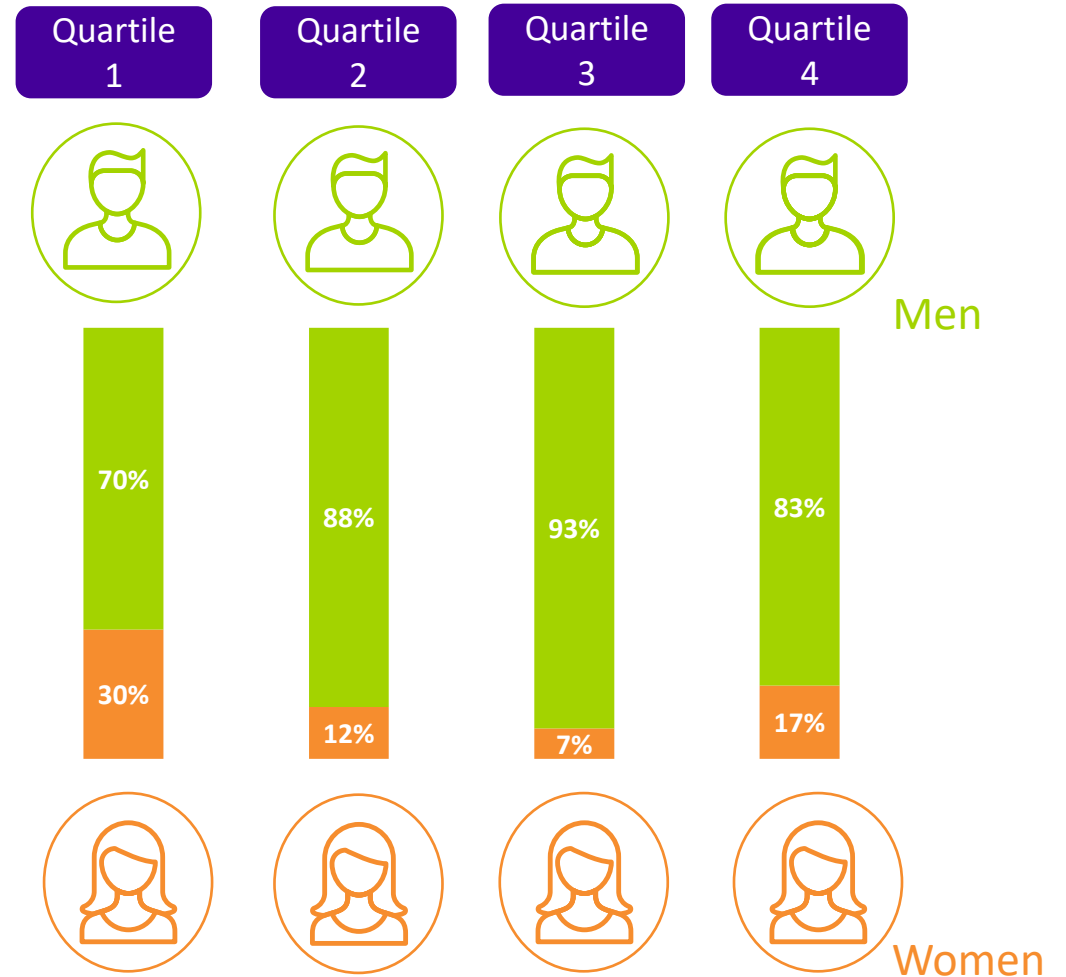
- ✓ Providing ongoing Menopause support including the introduction of a BUPA menopause plan to provide medical support, provided Menopause training for managers and supervisors and established a menopause support group.
- ✓ In addition to our enhanced family friendly policies, we introduced a Fertility Journey Policy.
- ✓ Assertiveness training for over 50 female leaders.
- ✓ Continued success of the regional Women's Employee Resource Group (ERG), including a "PowerUp" allyship and training focused event attended by 75 ERG members and 25 male allies.
- ✓ Establishment of a two-way mentoring support system. The Women's ERG members also piloted a mentoring program, to be expanded in 2023.
- ✓ ADM hosted its 2<sup>nd</sup> annual **Global Women's Leadership Summit**. Our regional Women's ERGs hosted follow-up events regionally to continue the learning which included a UK panel discussion on Work Life Balance and childcare.

- ✓ In support of all colleagues' learning and professional development, we introduced a Diversity, Equity and Inclusion learning pathway on **LinkedIn Learning** and hosted our 4<sup>th</sup> annual **Global Week of Understanding**, which was dedicated to receptiveness.
- ✓ To advance our DE&I strategy, ADM appointed a Director, DE&I to support this critical work.
- ✓ We continue to extend our eligibility to support functions to participate in our performance incentive plan, which will increase the number of women who will receive this bonus going forward.
- ✓ UK DE&I Survey carried out for colleagues to provide feedback on their lived experience at ADM UK, and provide ideas for improving DE&I in the UK.
- ✓ Held our first Diversity Day which incorporated a guest speaker, foods from around the world and provided colleagues with an opportunity to listen and learn about the diverse life experiences of a wide range of colleagues.

# Pay Quartiles:

This is the proportion of relevant male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

In addition to our pay gap reducing, the quartile analysis shows we have our second highest portion of women in the upper quartile and from 2021 this has increased by 3%. This demonstrates women are progressing into more professionally qualified and senior positions within the business.



# Focus areas in 2023:

ADM Milling recognise that there is more work to do in the advancement of DE&I, to which we will continue to look for opportunities to build a pipeline of diverse future leaders and to continue to support our colleagues, empowering them to thrive in their career at ADM.

## FOCUS AREAS FOR 2023 INCLUDE:

- ✓ Setting up menopause champions
- ✓ Continue to partner with Stemettes to help mentor and inspire women aged 15 to 25 in the UK to assist with the mentees personal and professional growth.
- ✓ Host second National Diversity Day
- ✓ Run specific communication campaigns to promote awareness on unconscious bias, receptiveness and listening
- ✓ Expand Assertiveness Training to next level of management/supervisors
- ✓ In further support of mental wellbeing and safety amongst our colleagues we will introduce a “Domestic abuse – awareness and support policy” and provide management training to support them with this policy
- ✓ Launch of the EMEA Multicultural ERG to further empower all colleagues

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 2023

