

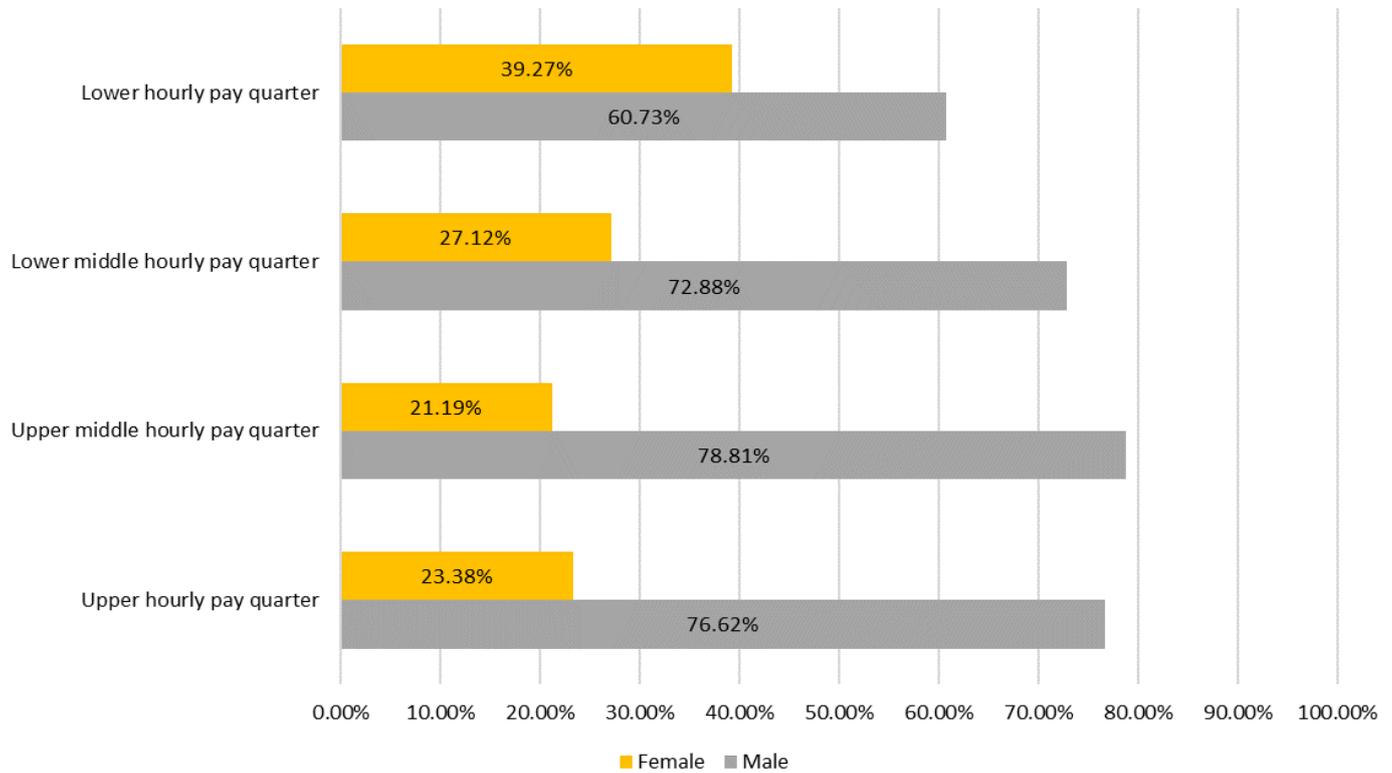


Gender Pay Gap Reporting: Pork Farms Limited / 2020

Introduction

As a business with over 250 employees, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Pork Farms Limited gender pay gap calculations are based on employer payroll data of a snapshot date of 5 April 2020.

Percentage Of Men and Women In Each Hourly Pay Quarter



Mean Gender Pay Gap

5.89%

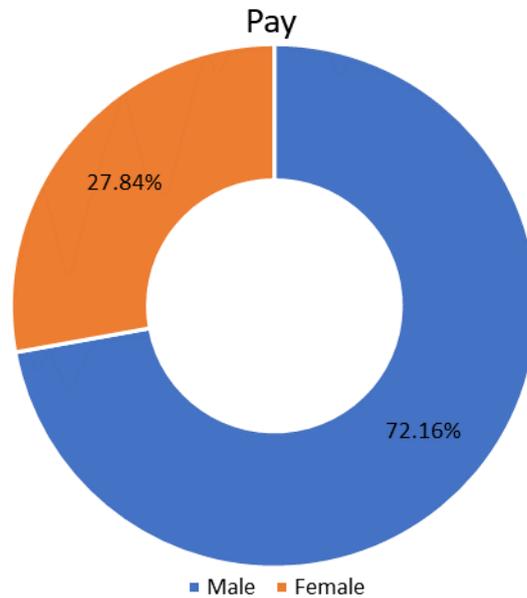
Median Gender Pay Gap

6.95%

Hourly Pay Gap

Based on the 2020 Gender Pay Gap reporting, the national UK average pay gap was 15.5%. Pork Farms Limited is 9.61% lower meaning the split of pay between our male and female colleagues is better than average.

Percentage Of Men and Women Receiving Bonus



Mean Gender Pay Gap: Bonus

-2.41%

Median Gender Pay Gap: Bonus

-9.09%

Bonus Pay Gap

2020 saw a bonus distribution split representative of our headcount ratio between male and female. Based on the mean gender pay gap, females received 2.41% more than males.

Acknowledgement

I confirm that the figures and data cited within this document have been verified and are accurate, and approved on behalf of the Board of Directors of Addo Food Group on 12th August 2021.

Deborah Bolton
Chief Executive Officer

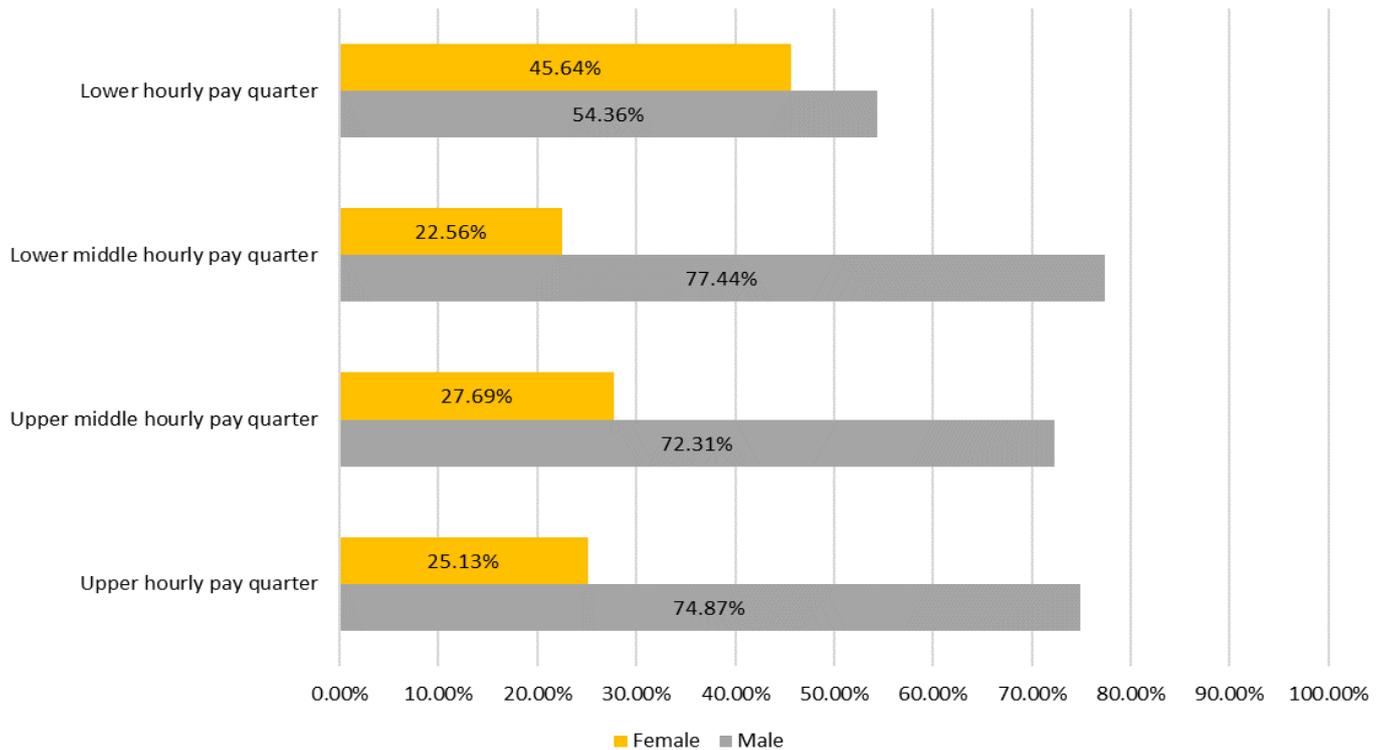


Gender Pay Gap Reporting:

Introduction

As a business with over 250 employees, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Pork Farms Caspian Limited gender pay gap calculations are based on employer payroll data of a snapshot date of 5 April

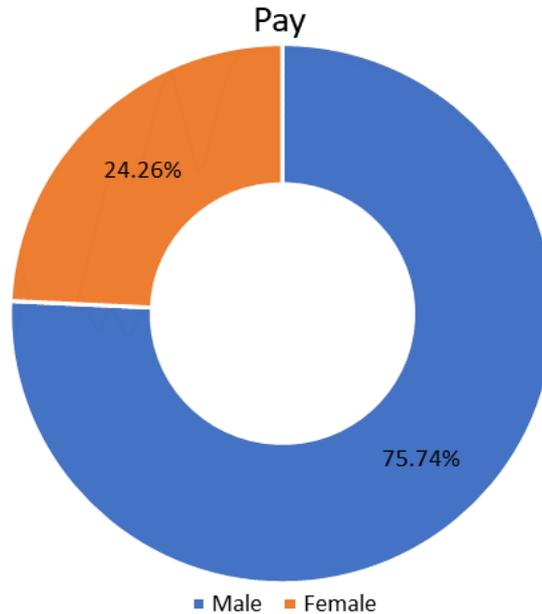
Percentage Of Men and Women In Each Hourly Pay Quarter



Hourly Pay Gap

Based on the 2020 Gender Pay Gap reporting, the national UK average pay gap was 15.5%. Pork Farms Caspian Limited is 10.22% meaning the split of pay between our male and female colleagues is better than average.

Percentage Of Men and Women Receiving Bonus



Mean Gender Pay Gap: Bonus

1.32%

Median Gender Pay Gap: Bonus

0.00%

Bonus Pay Gap

2020 saw a bonus distribution split representative of our headcount ratio between male and female. Based on the mean gender pay gap, males received 1.32% more than fe-

Acknowledgement

I confirm that the figures and data cited within this document have been verified and are accurate, and approved on behalf of the Board of Directors of Addo Food Group on 12th August 2021.

Deborah Bolton
Chief Executive Officer