

# Tilda Gender Pay Gap Report 2020

1970, that's the year Tilda was founded, we were the first brand to introduce the highest quality Basmati rice to the Western World. Over the years our position as the Basmati leading brand has strengthened to become the market leader. We continue to expand our product range and also our workforce now employing in excess of 275 employees.

Following the recent acquisition of Tilda by Ebro, we have become part of the world's leading rice producer. 2020 sees Tilda celebrating its 50<sup>th</sup> Anniversary in rice production and we continue to be just as passionate today about our products as we were at the start of this great journey.

As our website says, we're on a mission to embrace life in all its flavours, for us it's all about the rice. We are always looking to explore new cultures and the exciting flavours that brings to our plates. We are mindful and constantly looking at our impact on people and our planet –we explore what that means from paddy to plate.

People are what make great things happen, and recent worldwide pandemic events have demonstrated to us (as if we didn't know already) that our employees are what bring us the success we have enjoyed for so many years. Everyone forms a vital part of making things happen and each is valued for their own personal contribution, whatever that may be.

Opportunities are open to everyone at Tilda, we are always looking for ways to make our roles more attractive to everyone. We have a high number of job shares in place, this helps us to retain our more experienced workers and also offers opportunities to those who want to work reduced hours.

The gender pay gap in Tilda is currently 10.7%, we know we have work to do and are committed to ways in which we can significantly reduce this gap – with the intention of removing it completely. As in previous years the gap is not caused by women and men being paid differently for the same role, it is a result of more men than women holding more senior roles in the team at present. On the whole, manufacturing still attracts more men than women, we would urge women to look at manufacturing as a fantastic and exciting career decision.

Jean-Philippe Laborde



Managing Director



# Our Gender Pay Statistics

	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	12.7%	10.7%
Bonus Pay Gap	16.3%	4.7%

## Gender Bonus Pay



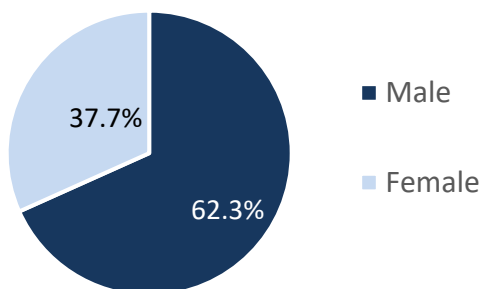
94.7% of women received a bonus



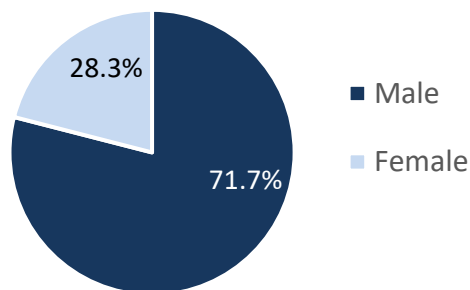
78.5% of men received a bonus

## Proportion by Gender Quartile

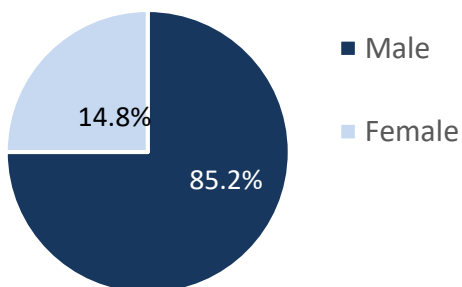
### Lower



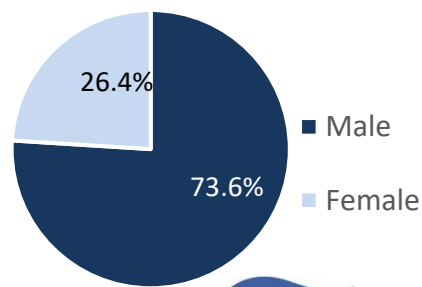
### Lower Middle



### Upper Middle



### Upper



## Gender Pay Statistics for Tilda Ltd

Tilda Ltd 275 employees	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Tilda	12.7	10.7	16.3	4.7

Tilda Ltd 270 employees	Proportion of men/women in Lower quartile pay band (M%/F%)	Proportion of men/women in Lower middle quartile pay band (M%/F%)	Proportion of men/women in Upper middle quartile pay band (M%/F%)	Proportion of men/women in Upper quartile pay band (M%/F%)	Proportion of employees receiving bonus (M%/F%)
Tilda	62 / 38	72 / 28	85 / 15	74 / 26	78 / 95