



## Gender Pay Statement

Under the UK Government's Gender Pay Gap regulations, all legal entities in the UK that have 250 or more employees must report their gender pay information. The regulations are intended to encourage companies to firstly understand if a gender pay gap exists within their organisation and then take informed action.

We have always believed that the most successful teams are formed from a diverse talent pool and we are extremely proud of our approach to employing such a wide variety of individuals in our business. We will continue to create a culture where everyone can succeed regardless of gender or any other characteristics. We attract, recruit and provide progressive career opportunities to build a successful and diverse team based on a fair unbiased approach to selecting the best qualified person for the role.

Sofina Foods Limited, which is a holding company, employs less than 250 people.

The detailed Gender Pay Reports for its core UK trading entities can be found on the websites of Young's Seafood and of Karro Food Group.

**12 November 2021**

(originally issued January 2020 on behalf of Eight Fifty Food Group Limited, now Sofina Foods Limited)