



Jordans Dorset Ryvita (JDR) Gender Pay Statement 2025

We wanted to highlight that at the point of data gathering for the 2025 process we were operating as Jordans Dorset Ryvita (JDR), and this statement is reflective of the combined business outcomes. From next year, our statements will be generated separately for both the Jordans Cereals & Ryvita businesses.

Our people are our greatest asset and that's why at Jordans Dorset Ryvita (JDR) we're committed to recruiting and developing great talent, not only because it makes good business sense but more importantly it's the right thing to do. At JDR we strive to create a culture where everyone can be themselves and we are committed to ensuring there are no barriers to developing talent, irrespective of age, gender, sexual orientation, ethnicity, or other characteristics.

This is the ninth year we have published our Gender Pay gap results. The figures outlined below are accurate and show both the mean and median differential in pay (after salary sacrifice) and bonus between genders across JDR, as of 5th April 2025.

This is the fourth year running where our pay gap has been in favour of women. Our aim is for our pay gap, whether in favour of men or women to be as close to zero as possible, ideally within a range of +/-5%. In April 2025 it stood at -4.9% versus -5.7% last year. A full breakdown of our gender pay gap metrics can be found below:

	Mean*	**Median
Gender Pay Gap	-4.9%	-2.0%
Gender Bonus Gap	1.0%	-0.2%

Both our mean and median results are in favour of women and denoted by the minus representation.

*The mean pay gap is the difference between average hourly earnings of men and women.

**The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes each person's pay and lines them up in order from lowest to highest, and compares the pay at the midpoint.

At 51%, we have a fair representation of females in senior leadership positions, however, we need to maintain focus to ensure we retain and attract female talent into this group, as we know a handful of changes at this level could result in a shift from this position. To support with this, we run initiatives which recognise, develop, and educate our senior female leaders to ensure there is equality of opportunity between men and women.

We continuously review our practices to ensure we take a fair approach in the way we pay all our employees and recognise the opportunity in strengthening the proportion of females undertaking front line roles to close the pay gap at this level, which currently stands at 9% in favour of men.

86.5% of all our employees received a bonus with the proportion of females receiving a bonus being more favourable than men (88% versus 85.7%). Despite this, the mean bonus gap is ever so slightly in favour of men at 1%, whilst the median bonus gap is slightly favourable to women at -0.2%. We are pleased that these gaps are so small.



Summary

We are confident that our approach to pay is fair, and we are committed to the principles of equal pay and fair career progression for both males and females at every level in our business. Gender remains an important part of our Inclusion and Diversity (I&D) plan, as does broadening our focus in other areas to ensure we build and nurture diverse teams, creating an environment of inclusivity and belonging for everyone.

ABF Grain Products Ltd meets the legal requirement to publish its Gender Pay Gap Information, which includes information on the JDR business*. In addition to this we have chosen to publish separately our own business statement.

*ABF Grain Products is a subsidiary of Associated British Foods plc. The trading businesses that sit within the company include Allied Bakeries; The Jordans & Ryvita Company; Germain's; Speedibake, AB Sports Nutrition and Westmill Foods, most of which also form part of the UK Grocery Division of Associated British Foods.

[ABF Grain Products Ltd–Gender Pay Gap Report 2025 - ABF](#)



Nathan Herrmann

Managing Director