



# Gender Pay Gap Report 2023/24



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 250 employees.

Following the acquisition of Tilda by Ebro, we have become part of the world's leading rice producer. 2020 saw Tilda celebrating its 50<sup>th</sup> Anniversary in rice production and we continue to be just as passionate today about our products as 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, 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. Our values define who we are. We embed them in the way we communicate and the way each one of us behaves. They are the ethical foundation on which our business is built

In September 2023, we celebrated becoming the first BCORP rice producer in the UK. It brings more transparency to our work and cements our commitment to having a positive impact to our people and the planet.

Opportunities are open to everyone at Tilda, we are always looking for ways to make our roles more attractive to everyone..

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	10.7%	5.9%
Bonus Pay Gap	-6.7%	-3.7%

## Gender Bonus Pay



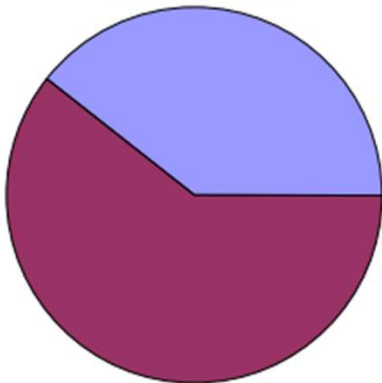
87.6% of women received a bonus



90% of men received a bonus

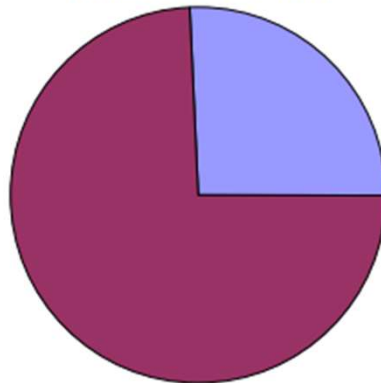
## Mean Gender Pay Statistics

Lower Quartile



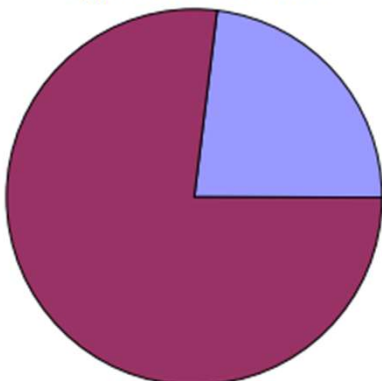
Female 39.4% Male 60.6%

Lower Middle Quartile



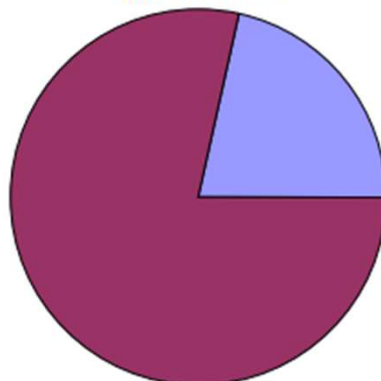
Female 25.8% Male 74.2%

Upper Middle Quartile



Female 23.1% Male 76.9%

Upper Quartile



Female 21.5% Male 78.5%

## Gender Pay Statistics for Tilda Ltd

Tilda Ltd 263 employees	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Tilda	10.7	5.9	-6.7%	-3.7%

Tilda Ltd 263 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	60.6 / 39.4	74.2 / 25.8	76.9 / 23.1	78.5 / 21.5	90 / 87.6