

Forza Foods Ltd
Gender Pay Gap Report 2021

Summary

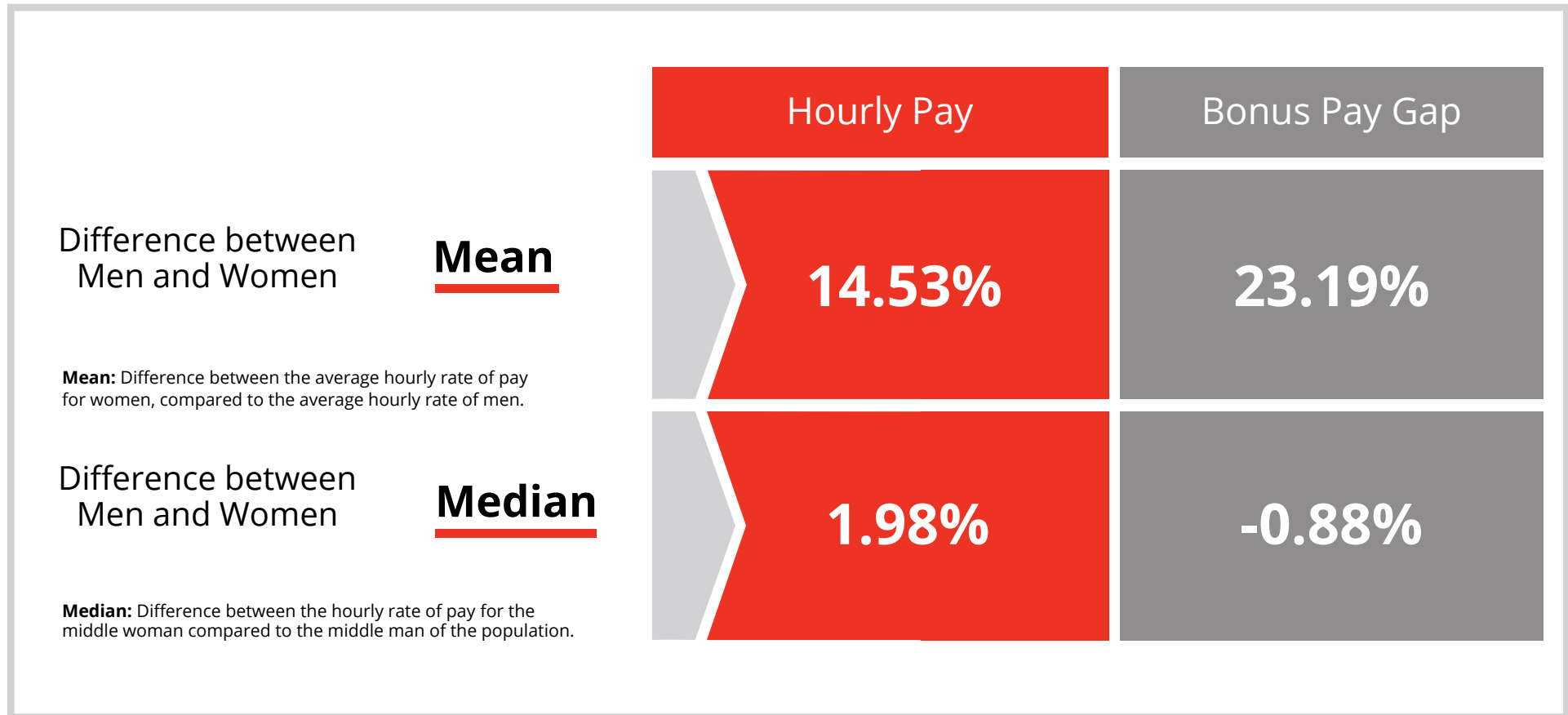
On behalf of Forza Foods Ltd I am pleased to present our Gender Pay Gap Report as at April 2021.

We employ approximately 1496 colleagues and supply cooked meat.

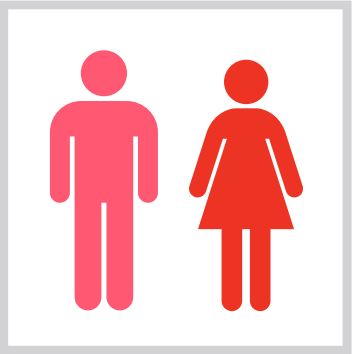
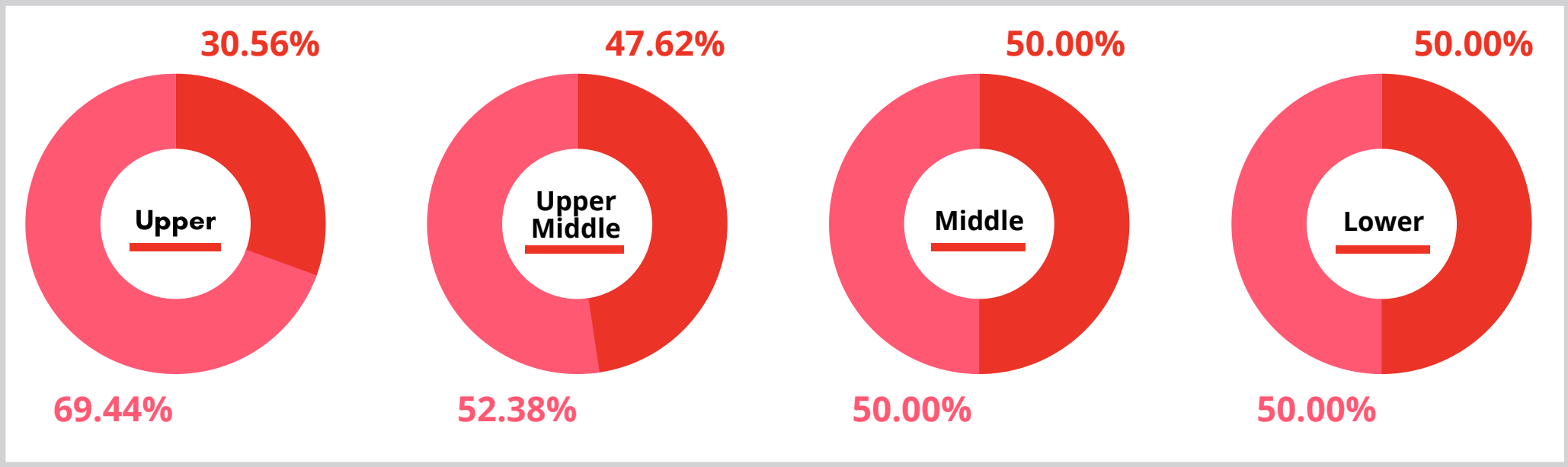
In presenting this report I confirm that the information contained is accurate.

Varinder Rehal
Group Corporate Services Director
IPL Ltd

Forza's Gender Pay and Bonus Gap



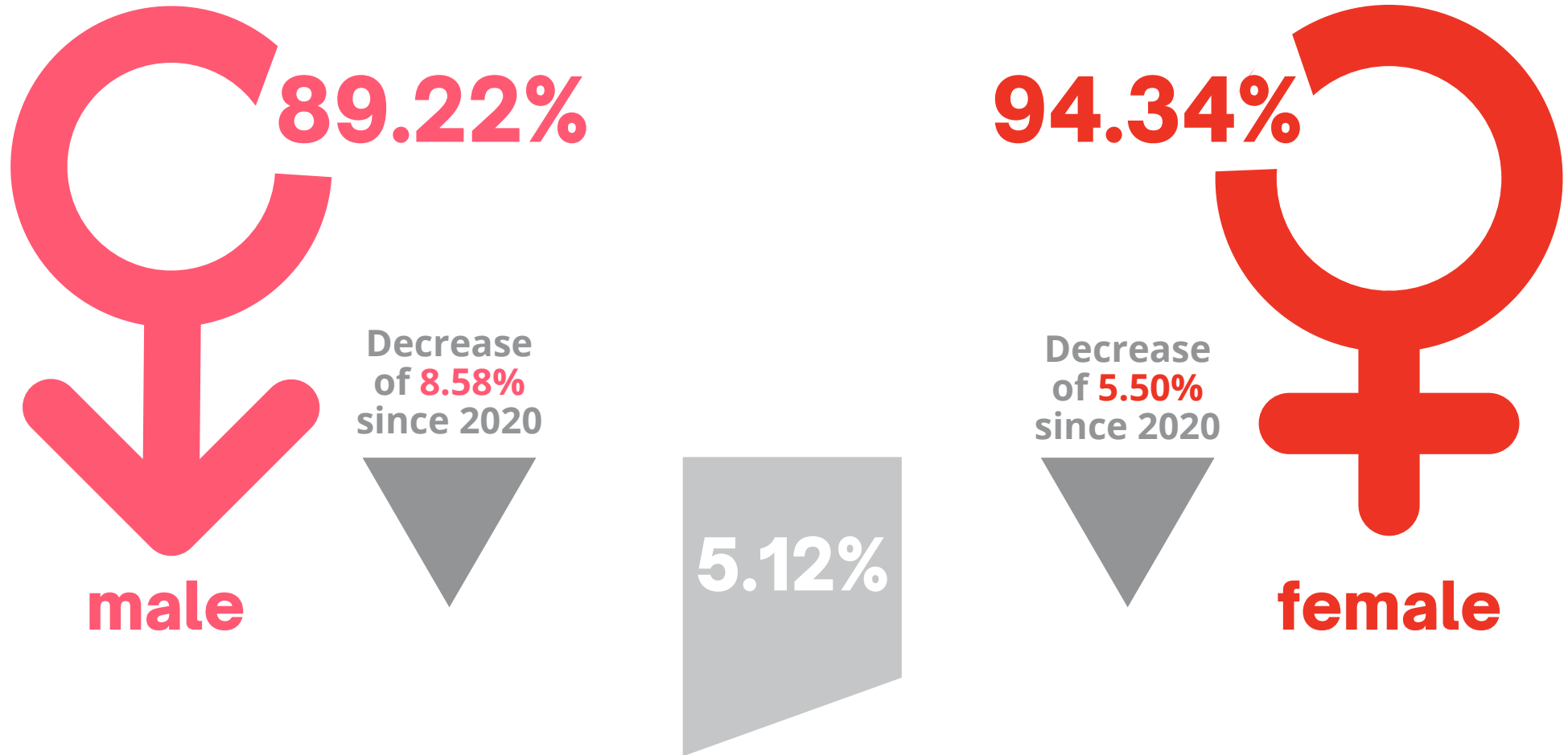
Forza's Gender Pay Gap



The above shows our gender distribution within the four quartiles, with each quartile containing approximately

} **336**
COLLEAGUES

Proportion of Forza colleagues receiving a bonus



The above shows a 5.12% difference between the number of men and women being paid a bonus in 2020/21. All Forza colleagues are eligible to participate in a discretionary bonus scheme.