



THE UK
GENDER
PAY
REPORT
2023

Who are Tata Consumer Products GB Limited?

Tata Consumer Products Group is the integrated food and beverage business of the Tata Group with a broad product portfolio spanning tea, coffee, water, salt, spices, pulses, cereals and ready to prepare and ready to eat foods.

Our vision is to build better lives and thriving communities. In the UK, our core brands are Tetley, teapigs and Good Earth teas and a new millet based cereal Joyfull Millets Muesli.

On the snapshot date of 5 April 2022, we employed 437 employees across the UK.

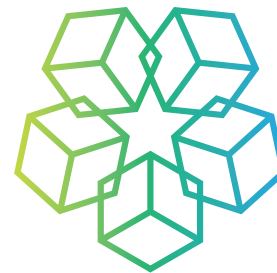


The Tata Code of Conduct

We operate according to a comprehensive Code of Conduct which applies to all Tata Group employees across the globe and embodies five core principles of Unity, Integrity, Responsibility, Understanding and Excellence.

We are committed to providing a working and learning environment which promotes equal opportunities and diversity and prohibits discriminatory practices. We believe that differences in our people make a positive difference in our business. Working with people from different backgrounds drives creativity, innovation and diversity of thought and gives us a competitive edge.

We have fair, transparent and clear employee policies which promote diversity and equality. Gender is not a factor in how our employees are remunerated, our decisions in relation to reward are based solely on performance, merit and competence. We are committed to attracting and retaining the best talent to the business and we encourage development and career progression for all colleagues regardless of gender.



Live the
code

Equal pay versus gender pay

The gender pay gap represents the difference between the hourly rate and bonus paid to men and women as a whole, calculated according to various criteria. This is affected by the demographics of the workforce as a whole.

In contrast, equal pay concerns the pay men and women received for undertaking the same or similar job.

As outlined above our pay systems are gender neutral and we are committed to providing equal pay. A gender pay gap can still arise where men and women undertaking equivalent work are paid equally because of workforce representation which means that there are more men in the higher levels of the organisation receiving greater remuneration.



Our Gender Pay and Bonus

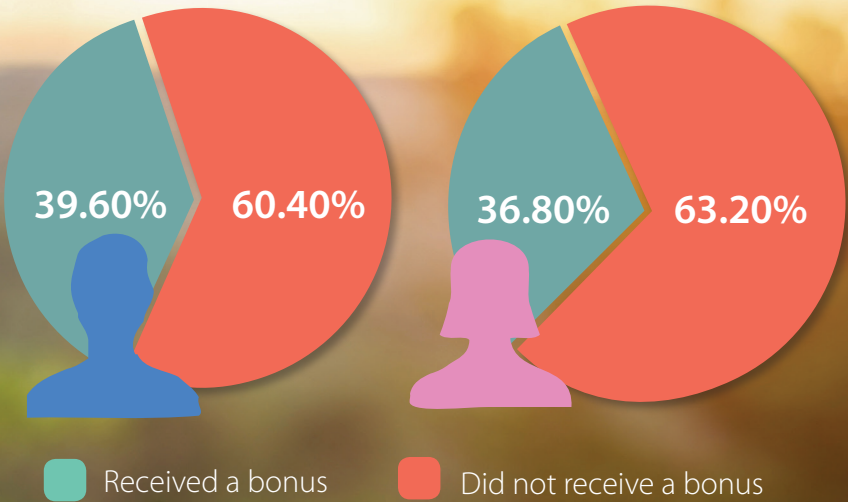
The Gender Pay Gap Regulations require employers with 250 or more relevant employees to calculate and publish data covering 6 specific metrics, which are set out below.

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees;
- The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees;
- The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees;
- The proportions of male and female relevant employees who were paid bonus pay; and
- The proportions of male and female in the lower, lower middle, upper middle and upper quartile pay bands.

The information below sets out the overall hourly pay gender pay gap in favour of men on both a mean and median basis as at the snapshot date of 5 April 2023 together with the mean and median difference between bonuses paid to men and women for the 2021/2022 performance year (paid in May 2022)

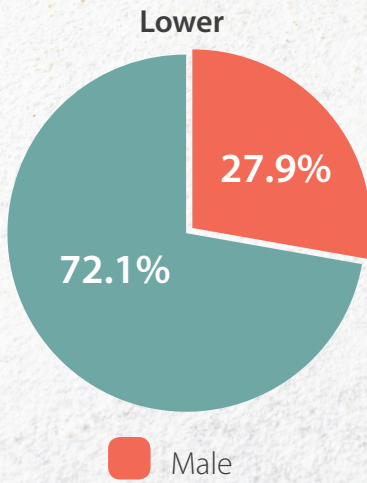
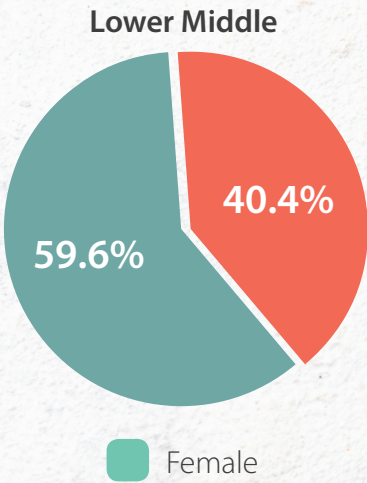
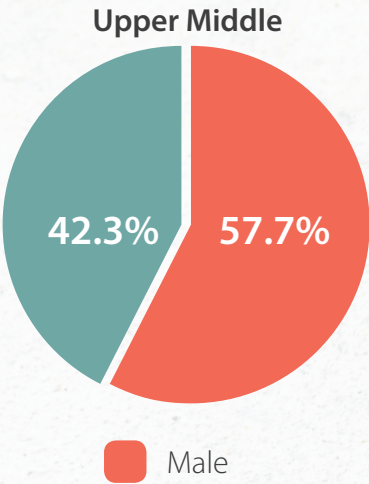
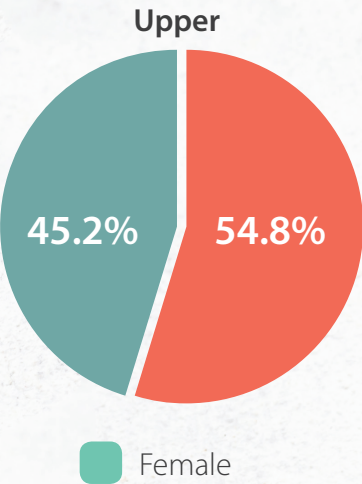
Hourly Pay		Bonus	
Mean	Median	Mean	Median
21.60%	23.80%	66.70%	21.50%

Proportion of Men and Women Paid a Bonus



Our Quartiles

The graphics below show the gender distribution across each pay quartile, each representing just over 104 employees.



What does our data show us

Tata Consumer Products UK Ltd maintains a gender balanced workforce and a gender-neutral approach to pay, with existing team ratios of 55% female employees and 45% male employees. We have observed the gender pay gap between hourly rates has improved in the last twelve months and has in fact narrowed by 12%, yet despite this positive trend, we acknowledge that we still have some work to do with closing the gap. We can see the median gap between male and female has reduced by 29% overall, with reference to last year and we also note that females who achieved a bonus, has increased by 6%. Observations from the last year include;

- Many of the manufacturing roles within the business are held by female employees who work across different shift patterns and this helps to accommodate their work life balance requirements. It is notable that 93% of these female employees, work part-time hours and this is reflected in the scores of our lower and lower middle quartile of employees.
- The upper and upper middle quartiles continue to have a higher number of male employees, however, during the last year, we have seen an increase in female representation in these Quartiles which has resulted in the upper quartile gap, between men and women reducing by 10%. This is noticeable within the middle management level roles where we can see the number of female employees is now higher than the number of male employees. This positive movement has been achieved through the ongoing development of employees across the team, which resulted in a number of female employees being promoted.
- We are delighted to report that overall, the gap between hourly pay for male employees and female employees, across the majority of graded

employees and non-graded employees, has reduced. We can also see, that in some cases, female employees have slightly overtaken the male employees.

- There has been no movement within the senior leadership during the last year and therefore this is one area where the gap between hourly pay for male employees and female employees has not changed and remains an area of opportunity for the future.
- The distribution of genders across the quartiles and the factors set out above also drive our bonus gap. The vast majority of employees are in the lower quartiles (male or female) and consequently they are not eligible to receive a bonus, however the value of the bonuses which were paid, varies significantly.
- We are proud to be a fully inclusive employer that provides a number of working options for our employees, including flexible working and hybrid working arrangements. This is demonstrated across all areas of the UK team, whereby 57% of our female employees are working on a part-time basis. We are passionate about supporting good health and wellbeing and we have a culture that promotes a positive work life balance, providing many health and wellbeing initiatives that support and enhance our employee's wellbeing experience regardless of gender.
- We continue to analyse our data at a granular level to understand the reasons for our pay and bonus gaps so that we can work to address the challenge, for gender and diversity in general. We are working to ensure that we attract, retain and advance diverse talent within the organisation with an understanding of the gender representation across all management and support levels within the business.
- We are committed to Women Empowerment and we continue to be global signatories to UN - Women Empowerment Principles (WEPs), that offer guidance to businesses on promoting gender equality in the workplace. We also have a Global Women's Network, a forum for women to connect, learn and grow. It is through this network we will further our goal of advancing women's leadership by providing a platform that complements our goal of building an inclusive work culture.

We confirm that the data reported is accurate.



Manish Kainth
Head - HR,
International Business

