



GENDER PAY GAP REPORT 2024/25

Committed to Inclusion & Fairness

Introduction

IPN is committed to having a diverse workforce that reflects the communities it serves and provides equal opportunities within the workplace for all colleagues.

Our strategy is to bring new perspectives, energy and more innovative ways of working to extend our value within the Pet Food Industry.



APRIL 2025

Summary of Findings

- Currently, we employ more men than women, but we're committed to changing this and improving gender balance across the business.
- Among the women we do employ, pay is evenly distributed across all pay quartiles, reflecting fair progression and opportunity.
- When it comes to bonuses, there is a very small negative gender pay gap, which we are monitoring closely to ensure continued fairness.

Generating the Report

The gender pay gap is the difference between the average earnings of men and women across a workforce. From 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' you must complete gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. The Gender Pay Gap is calculated using two figures, the median and the mean value, it also reviews the difference between both pay and bonus payments.

The Data Used

The data uses the snapshot date of the 5th of April 2024 includes colleagues which consisted of 314 men and 79 women.

Gender Pay vs Equal Pay

The gender pay gap is not the same as equal pay, it's the difference between the average pay of all men compared to the average pay of all women in an organisation. Equal pay is the requirement to ensure that men and women working in the same roles, or roles of equal value, are paid equally.

Equal pay doesn't always mean the same pay, there are many factors why colleagues in the same roles may be paid differently. For example, due to diverse levels of expertise or location. However, we are committed to paying people fairly and our pay structure is designed to be fair and consistent regardless of gender.

IPN Gender Pay Gap Results



The Gender Pay Gap is calculated using two figures, the mean and the median value.

- The mean hourly rate for males is £18.70 and the mean hourly rate for females is £21.57.
- The median hourly rate for males is £14.01 and the median hourly rate for women is £15.34.

The Bonus gap is calculated by finding the difference between these averages and expressing it as a percentage of the average male bonus pay.

- 3.8% of males and 3.2% of women received a bonus.
- The mean bonus paid to males is £4,750 and the mean bonus paid to females is £4,725. Therefore, the bonus gap is 30.8%.

Pay Quartiles are used to see how genders are distributed across the pay scale.

- Quartiles are our pay rates split into 4 equal quarters from the lowest to the highest.

A negative percentage shows that men have lower pay or bonuses than women in your organisation.

-15.4%	-9.5%
The mean average gender pay gap	The median average gender pay gap
30.8%	0.5%
The mean gender bonus gap	The median average gender bonus gap

The below percentages show the number of men and women employed in each quartile.

Quartile	Men	Women
Upper hourly pay quarter	73.5%	26.5%
Upper middle hourly pay quarter	77.6%	22.5%
Lower middle hourly pay quarter	84.7%	22.5%
Lower hourly pay quarter	83.8%	16.2%

Our Commitments

Building an Inclusive Future

Our pay structure is completely gender-neutral however, to help us to continue to build an inclusive business, we will continue:

- ✓ Bias-Free Hiring Practices
- ✓ Career Mapping & Leadership Support
- ✓ Training & Development
- ✓ Family-Friendly Policies
- ✓ Apprenticeships & Growth



Arthur van Bentham
CEO

A handwritten signature in black ink that reads "Arthur".



Sophie Winspear
CPO

A handwritten signature in black ink that reads "Sophie".



We create happiness