



GENDER PAY GAP
REPORT 2017

Tilda Gender Pay Gap Report 2017

In the early 1970's Tilda first introduced Basmati rice to the UK. Today our business is renowned for expertise in a range of rice-based products. Tilda's growth over nearly fifty years has seen the business evolve from a small family business to one that has a team of 250 people based in the UK.

Tilda now forms part of a global business owned by The Hain Celestial Group Inc. Tilda is the leading Basmati brand in the UK with total sales in excess of £100m. Our high-quality products and impactful innovation deliver healthy, great tasting products that brings rice to the centre of plate.

Our vision is simple, to be the rice of choice. To be the leading branded rice provider in our core markets, building on our uncompromising attention to detail. We aim to lead the rice market by combining high quality ingredients, our expertise and our brand to deliver great tasting products and inspire our users to enjoy a world of rice.

Our people are critical to making this happen and we would not be able to achieve what we do without our committed and enthusiastic team. Our inclusive culture values the contributions that each individual can make regardless of their race, colour, religion, sexual orientation, level or ability. Everyone has their contribution to make, everyone is valued and everyone is included.

Opportunities are open to both men and women across our business, we wholly support flexible working and have both men and women undertaking part time roles.

Overall, the gender pay gap in Tilda is currently 7.9%, which is lower than the UK national average of 9.1%. The gap that does exist, is not caused by women and men being paid differently for the same role, rather it is a result of more men than women holding more senior roles in the team at present.

We are not complacent and are committed to closing the gap over the coming years whilst ensuring we continue to attract and develop the best talent for our business.

We believe everyone has their contribution to make, everyone is valued and everyone is included.

Umesh Parmar

Joint Managing Director

Robert Bailie

Joint Managing Director

Our Gender Pay Statistics

	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	7.9%	-1.5%
Bonus Pay Gap	36.0%	23.5%

Gender Bonus Pay



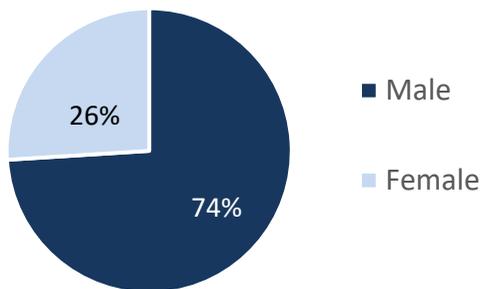
32% of women received a bonus



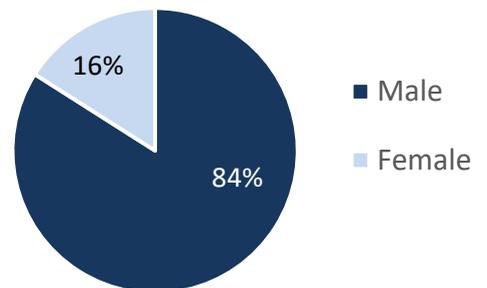
22.3% of men received a bonus

Proportion by Gender Quartile

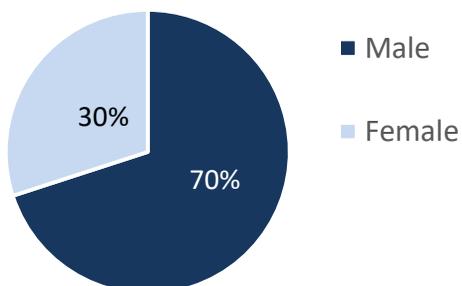
Lower



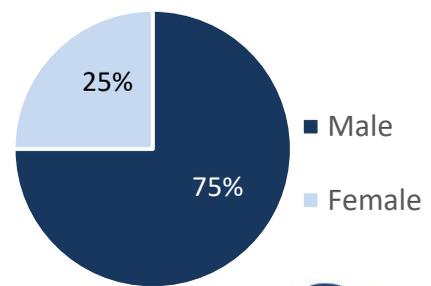
Lower Middle



Upper Middle



Upper



Gender Pay Statistics for Tilda Ltd

Tilda Ltd 250 employees	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Tilda	7.9	-1.5	36.0	23.5

Tilda Ltd 250 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	74 / 26	84 / 16	70 / 30	75 / 25	22 / 32