

General Mills UK Ltd Gender Pay Gap Report 2024/2025



From 2017 onwards, UK organisations employing 250 or more employees are required to report their Gender Pay Gap. The Gender Pay Gap shows the difference between the earnings of all men and all women across an organisation. This is different to equal pay which focuses on a man or a woman receiving the same pay for carrying out the same or equivalent work.

As at April 2024, it was reported by the Office of National Statistics that women earn 13.1% less than men in the UK. Our data for the 2024/2025 year shows that we have a Gender Pay Gap of 11% per cent (median). This gap is driven for the majority by the under-representation of men in more junior roles, which typically yield lower pay than more senior roles, however representation has improved versus 2023/2024 reporting years.

Our bonus gap is 27.33% per cent (median). Our bonus targets increase with seniority and the bonus gap is therefore also influenced by a lower proportion of men in junior roles (and a very marginally higher proportion of men in senior roles). More information on the makeup of our pay quartiles by gender is available in our 2024-2025 Gender Pay Gap report [available here](#).

Our Leadership Team are fully committed to continuing to foster an environment where pay is fair and free of bias. Chief among these commitments is to calibrate talent robustly on the basis of performance and hold fast on our commitment to flexible working practices that support the needs of all people who make up our workforce.

A handwritten signature in blue ink that reads 'Rose Maskell'.

Rose Maskell

HR Director UK & Ireland