

UK Gender Pay Gap Report 2018

Please see below the statistical data we publish in line with the annual requirement. This consists of the mean and median gender pay gap; the mean and median gender bonus gap; the proportion of males and females receiving a bonus payment; and the proportion of males and females in each pay quartile. The data measures all women and men in the Company and does not reflect the position at differing levels within the organisation.

The Data

Gender Pay Gap Data

Element	Gap	Males	Females
Mean Pay	8.1%		
Median Pay	12.2%		
Mean Bonus	44.9%		
Median Bonus	36.7%		
% Receiving Bonus		6.9%	2.0%
Lower quartile		73%	27%
Lower middle quartile		75%	25%
Upper middle quartile		50%	50%
Upper quartile		54%	46%

Written Statement

Freshcut Foods is committed to the achievement of equality in employment across all elements of diversity, including gender. The Company operates its pay and benefits policy on an equal basis and we pay all people equally based on the roles that they undertake. Teamwork is key to the success of Freshcut Foods and we recognise the importance of equal opportunity and diversity and the significant contribution this has on the success of our business.

Our overall mean gender pay gap for 2018 is 8.1%, significantly lower than the published 2017 national average (14.3%). However, we know we need to do more to lower the gap. The primary reason for the gap is an under-representation of women at senior levels and a higher proportion of women in more junior levels.

We are committed to taking steps to reduce the Gender Pay Gap and achieve a broader gender balance across the Company. We are working on this by:

1. Improving the diversity of Senior Managers through external advertisement of roles, to ensure the broadest pool of applicants, and ensuring we have a diverse recruitment panel.



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2. Attracting and retaining a diverse workforce through gender-mixed panels for all levels of recruitment and developing an inclusive culture and workplace enabling all staff to reach their potential.
3. Extending our candidate reach by utilising social media, alternative recruitment/career platforms and networking events to attract a wider and more diverse range of candidates.
4. Measuring the impact of the attraction and recruitment strategy.
5. Increasing inclusivity through supporting all staff to develop their careers and reach their potential through promotion of learning and development opportunities, career conversations and coaching and mentoring.

We confirm that the information reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and we look forward to reporting on our progress in the next gender pay gap report.



David Bondi
Managing Director

