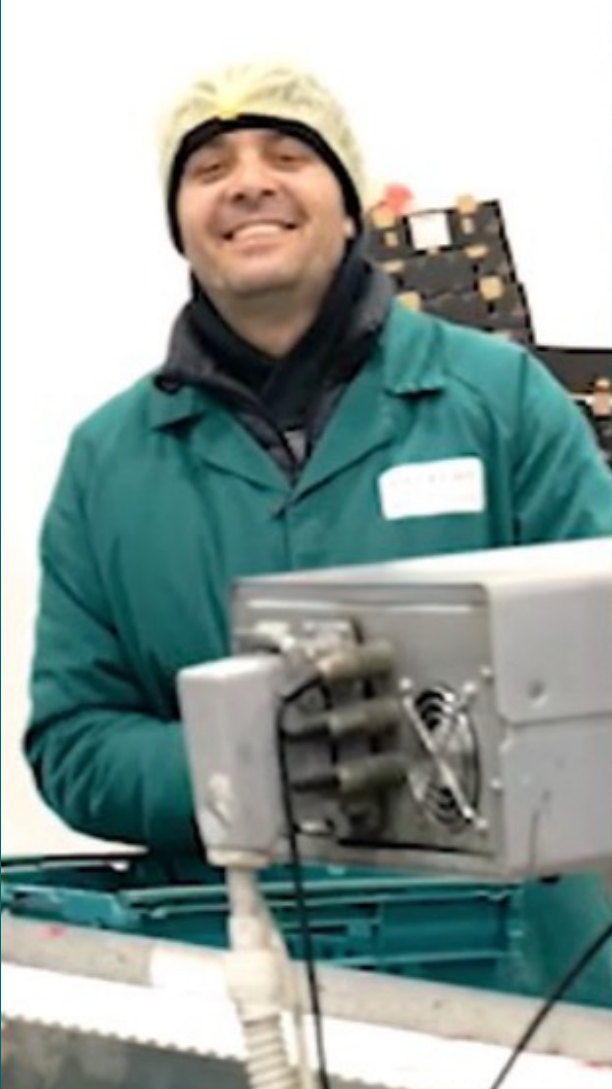


Gender Pay Gap Report 2022

AMFRESH GROUP UK





Overview

At AMFRESH Group UK, we know that our business is enhanced when our workforce represents the diversity of our market, supply chain and wider society. We acknowledge the need for progress in bridging the gap that exists across the UK today.

Although we have seen an increase in the mean gender pay gap, we remain encouraged that the average gender pay gap has remained consistent. We continue to promote gender equality in our business, through enhanced flexible working policies & family friendly policies, whilst also increasing our base holiday allowance for 2023.

As our headcount continues to increase over the coming year, with the growth of a new improved facility, and with the increase to national minimum wage due in April 2023, we will continue to monitor the pay gap.

In addition, we will continue to promote initiatives to bridge our gender pay gap. We are developing talent management programmes to identify & develop high potential females for senior roles, along with competency-based programs and unconscious bias training at all levels.

ANDREW WEST
HR DIRECTOR





The snapshot data is from 5/4/2022.

The data in this report covers AMFRESH Group UK, AMK Peterborough Fruit Services Limited and AMFRESH UK Limited as an employer.

On this date, we employed 1047 permanent colleagues, 573 male & 474 female.

Since the last snapshot date, we have increased overall headcount by 15% & increased the split of male & female colleagues in our workforce from 60/40 to 55/45.

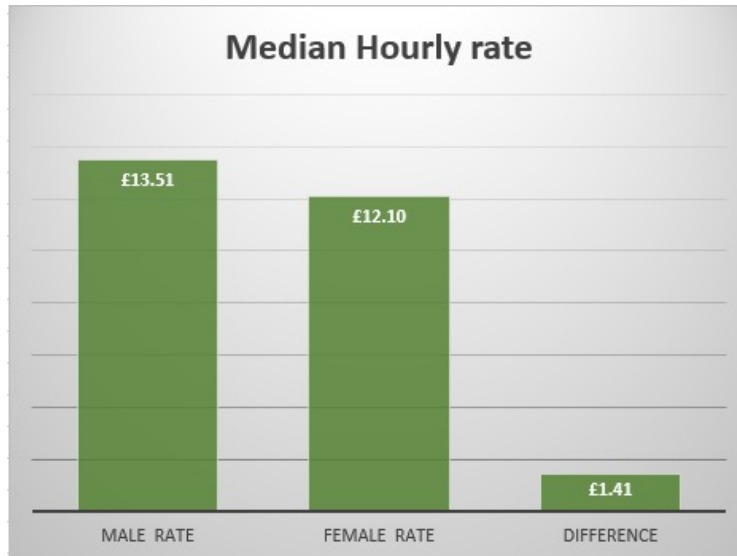
The mean average pay for a woman within the data set is 22.86% less than the mean average pay for a man.

The proportion of colleagues receiving a bonus has increased for all; the proportion of male colleagues receiving a bonus increased to 93.71% from 66.18% in the previous reporting year and the proportion of female colleagues receiving a bonus increased to 91.77% from 73.15% in the previous reporting year.

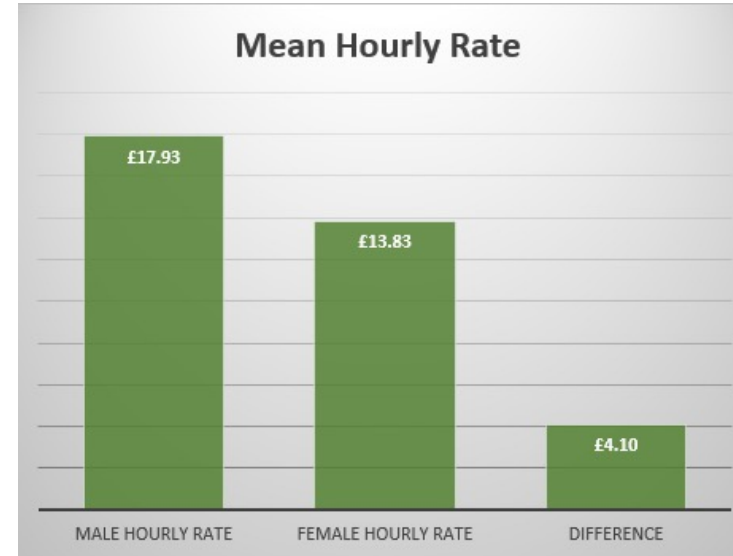
We continue to have a heavier proportion of male colleagues in the top quartile, with 75% these positions being held by men.



On average, the median pay rate for a woman is 10.44% lower than that of a man.



On average, the mean pay rate for a woman is 22.86% lower than that of a man.



Whilst it should go without saying, roles of a comparable nature are paid exactly the same pay, irrespective of gender.

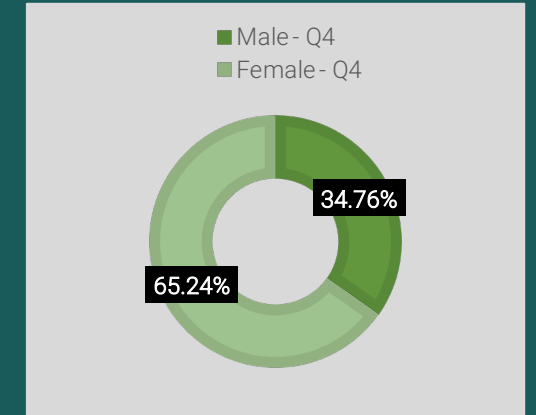
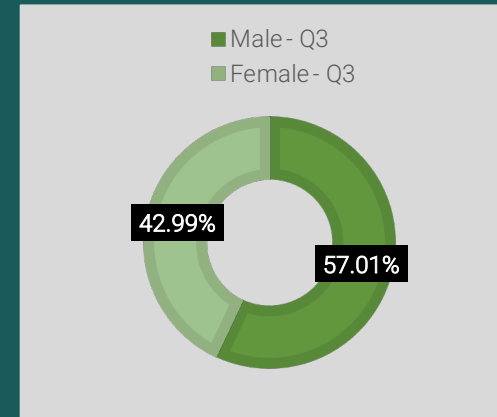
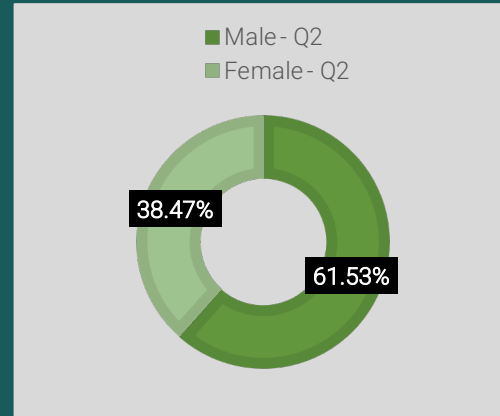
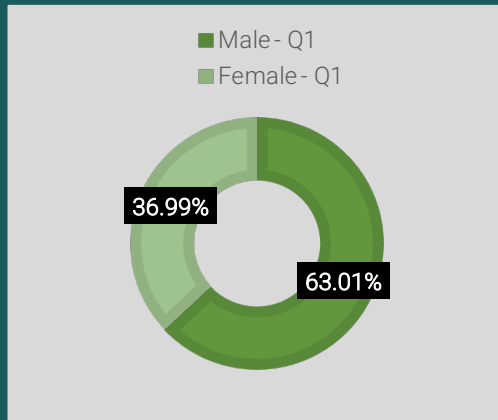
Mean pay = average of all pay rates. Median pay = mid range point of all pay rates.



Proportion of males & females in each pay quartile

HIGHEST PAID

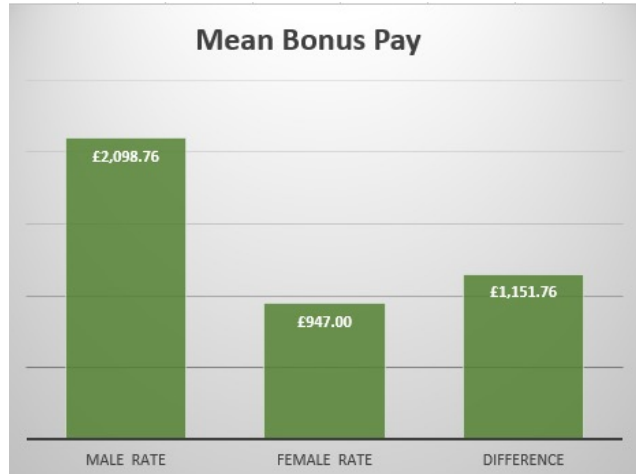
LOWEST PAID



Comparing 2022 quartile data, there have been few changes to the proportions of males & females in each quartile since last year. In the higher middle paid quartile, there has been an increase in female employees of 4%. On the lowest quartiles, there has been an increase in the female population by 15%. This is indicative that although we have increased the % of females in our lower paid roles, we are also seeing an increase in our higher paid roles.

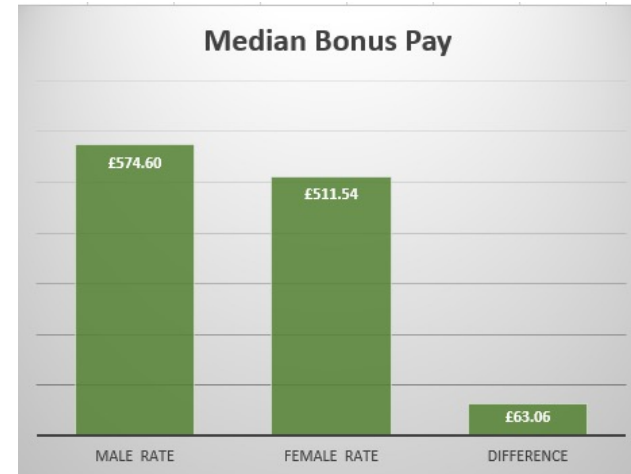


Statutory Reporting Data



Women's mean bonus is 54% lower than men's

Women's median bonus is 11% lower than men's



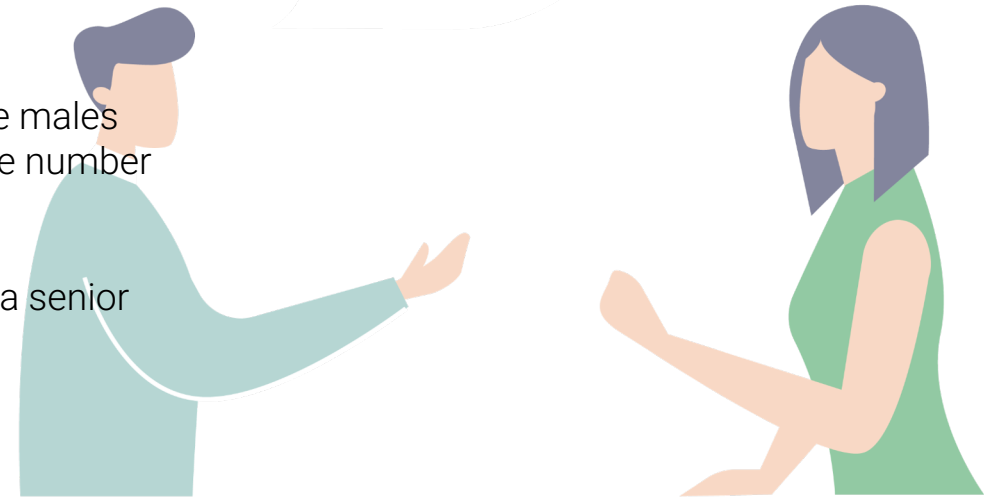
Bonus payments

94% of men receive a bonus

92% of women receive a bonus

When analysing the pay data in closer detail, we found that AMFRESH still employs more males than females at a higher bonus level. Therefore, the mean bonus pay value is higher. The number of bonus payments made has significantly increased in both genders.

This analysis forms part of the continued strategy to increase the number of females at a senior manager level.

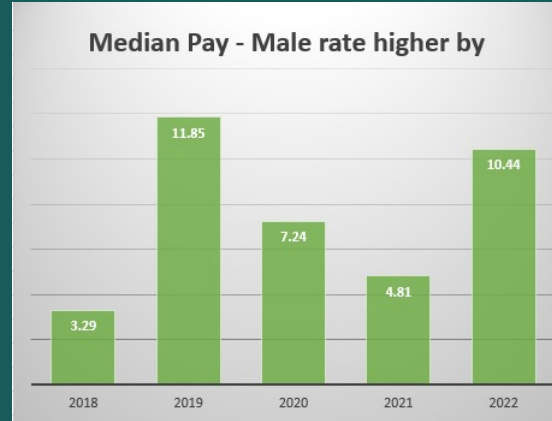


Year-on-Year Data

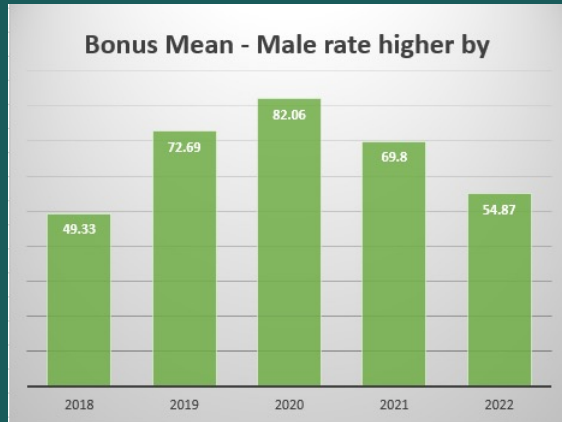
Mean Pay - Male rate higher by



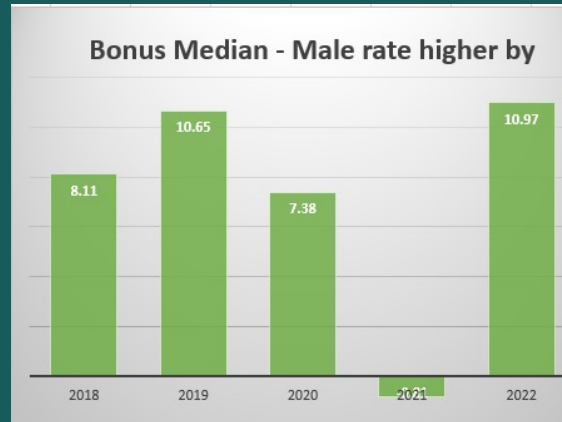
Median Pay - Male rate higher by



Bonus Mean - Male rate higher by



Bonus Median - Male rate higher by



We can see that the mean pay for males peaked in 2020 but has remained steady since then, which is encouraging for the future.

We still continue to have more males in senior roles, which is shown in the median pay gap but significant progress since the reporting data is known to have been made on introducing female leaders into the business.

The higher numbers of males in senior roles is also shown in the bonus mean rate, but again the median rate shows that there is a 10% difference. This also shows that whilst the seniority weighting is skewed towards males, the actual bonus awards are comparable.



Steps to close the Gap in 2022/23

At AMFRESH, we are committed to reducing our gender pay gap. We believe that recruiting, nurturing, and developing the best people, irrespective of gender, should remain our key focus.

We acknowledge that providing an environment that allows talented women to apply, develop, and grow within our business requires a positive approach, which looks to remove barriers and accentuate positive differences.

In 2022/2023 we have re-ignited the commitments we have made and will look to drive these forward in the year ahead:



Creating a long-term vision (5-10 years) to link how reducing the pay gap can contribute towards retaining labour.



A Working Group will be formed to focus on addressing gender specific issues and will compliment and collaborate with our wider, freely-elected worker committees. This Working Group will:

- Research barriers to women's development and review reasons why women leave the business to identify any patterns.
- Propose initiatives and drive the removal of barriers that may foster disparity within AMFRESH
- Facilitate the training of 'unconscious bias' to all hiring managers.
- Present findings and activities to the UK Board bi-annually.