

UK Gender Pay Gap Report 2020

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	-4.6%		
Median Pay	-8.0%		
Mean Bonus	87.4%		
Median Bonus	0.5%		
% Receiving Bonus		12.2%	27.6%
Lower quartile		76.0%	24.00%
Lower middle quartile		76.9%	23.1%
Upper middle quartile		73.1%	26.9%
Upper quartile		61.5%	38.5%

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.

We confirm that the information reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and we look forward to reporting on our progress in the next gender pay gap report.



Chris Copestake
Chief Executive

