

A large circular graphic on the left side of the image contains the silhouettes of a man and a woman shaking hands. The man is on the left, wearing a cap, and the woman is on the right, holding a folder. They are set against a sunset background. The rest of the image shows a wide field under a sunset sky.

Gender Pay Gap 2023

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.

Andrew West
HR Director



In Summary

The snapshot data is from 5/4/2023.

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 1185 permanent colleagues, 639 male & 546 female.

Since the last snapshot date, we have increased overall headcount by 12% & maintained the split of male & female colleagues in our workforce 55/45.

The mean average pay for a woman within the data set is 20.89% less than the mean average pay for a man. This is a change from 22.86% as reported in the previous year.

The proportion of colleagues receiving a bonus has reduced this year due to the increase in headcount happening after the bonus eligible date, with the proportion of male colleagues receiving a bonus at 83.49% & female colleagues receiving a bonus at 84.22%.

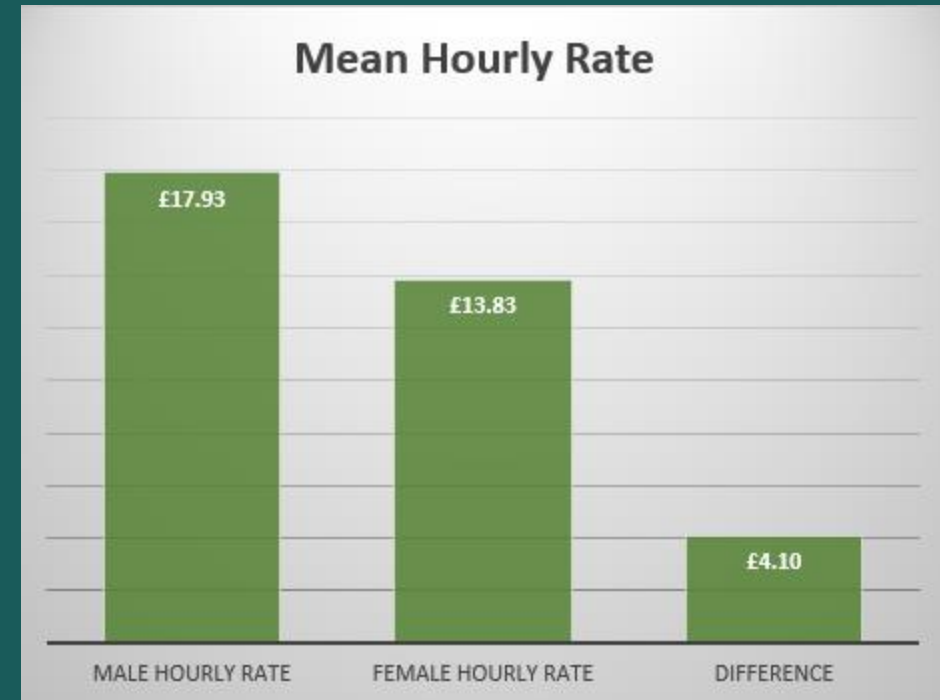
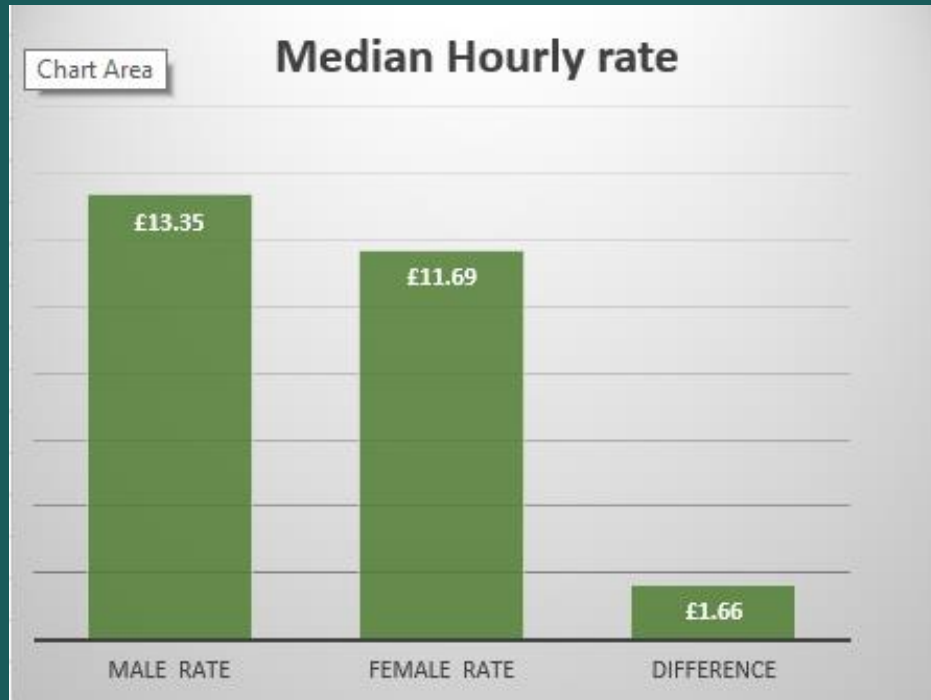
We continue to have a heavier proportion of male colleagues in the top quartile, with 65% these positions being held by men.



Statutory Reporting Data

On average, the median pay rate for a woman is 12.39% lower than that of a man

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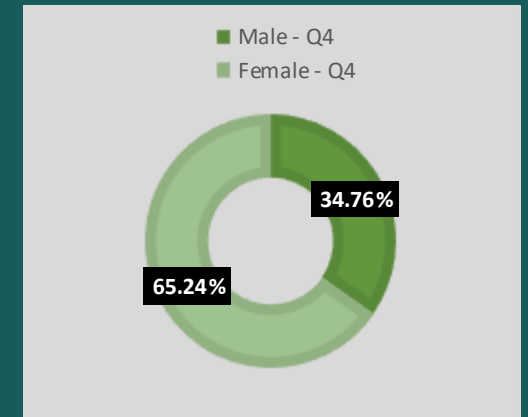
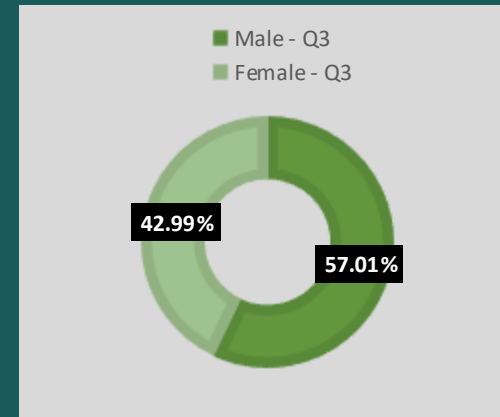
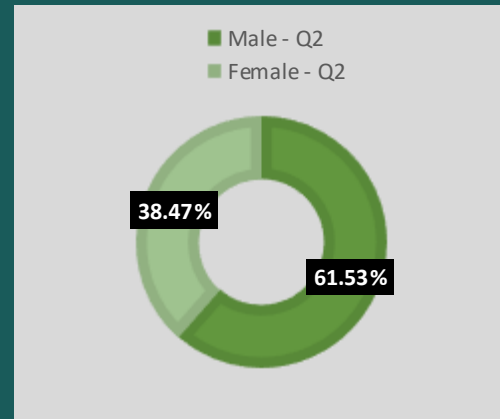
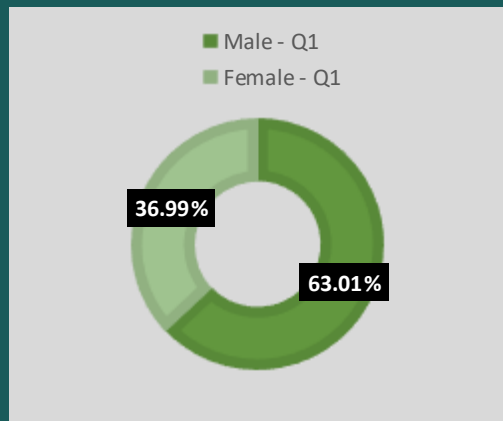


Statutory Reporting Data

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



The mean bonus of a woman is 54% lower than that of a man on average.

The median bonus of a woman is 11% lower than that of a man on average.



Bonus payments

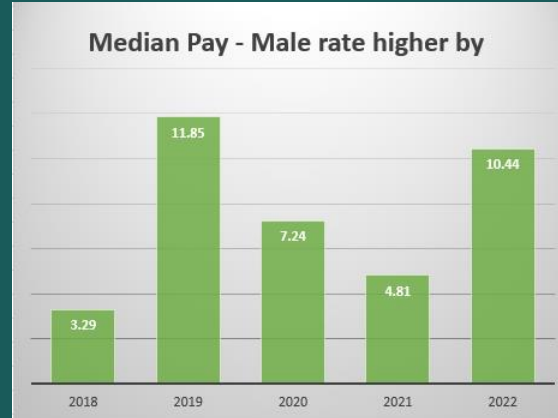
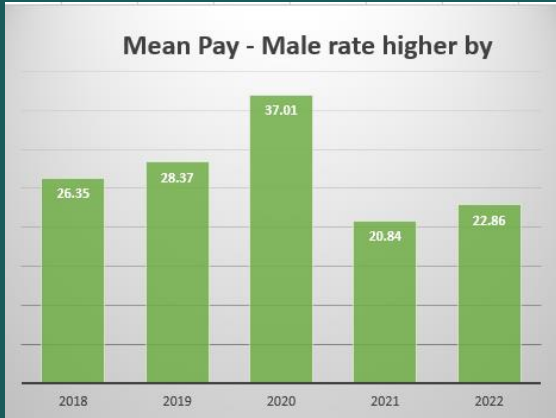
83.5% of men receive a bonus

84% 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.

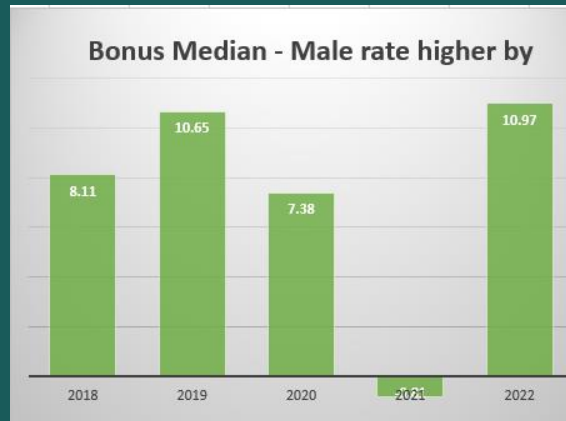
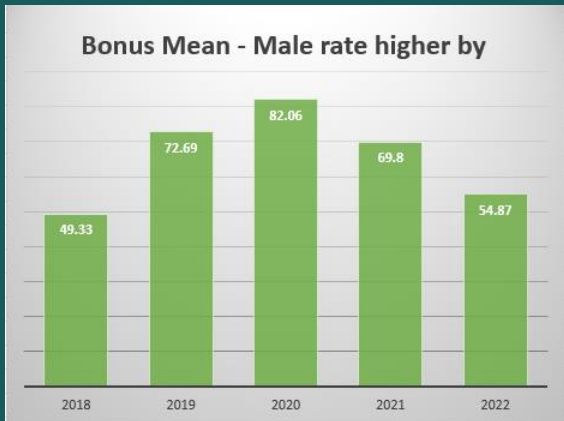
This analysis forms part of the continued strategy to increase the number of females at a senior manager level

Year on Year Data



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 in to 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.