

2018 Gender Pay Gap Report

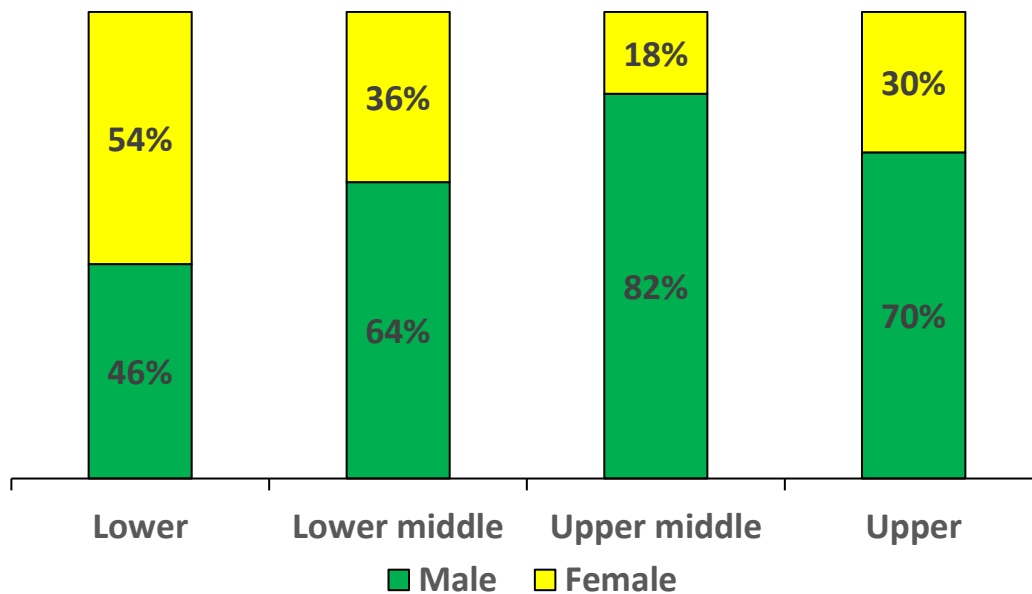


Fenmarc Produce Limited operates within the fresh produce industry, employing 295 colleagues on 5 April 2018, 193 (65%) male and 102 (35%) female.

Our pay and bonus gender gap is as follows:

	Mean	Median
Pay	12.0%	10.6%
Bonus	0.0%	0.0%

The proportion of males and females in each pay quartile is as follows:



Fenmarc are committed to equal opportunities and equal treatment for all colleagues regardless of gender. We have a clear policy of paying colleagues equally for the same or equivalent work. As with most organisations, our pay gap stems from a higher proportion of males employed in more senior roles, however we are pleased that our mean pay gap of 12% is significantly lower than the national average of 18%. All colleagues received a Christmas bonus which explains the 0% bonus gap.

Hayley Wilson
Head of Finance
7 March 2019