

2025 Gender Pay Gap Report

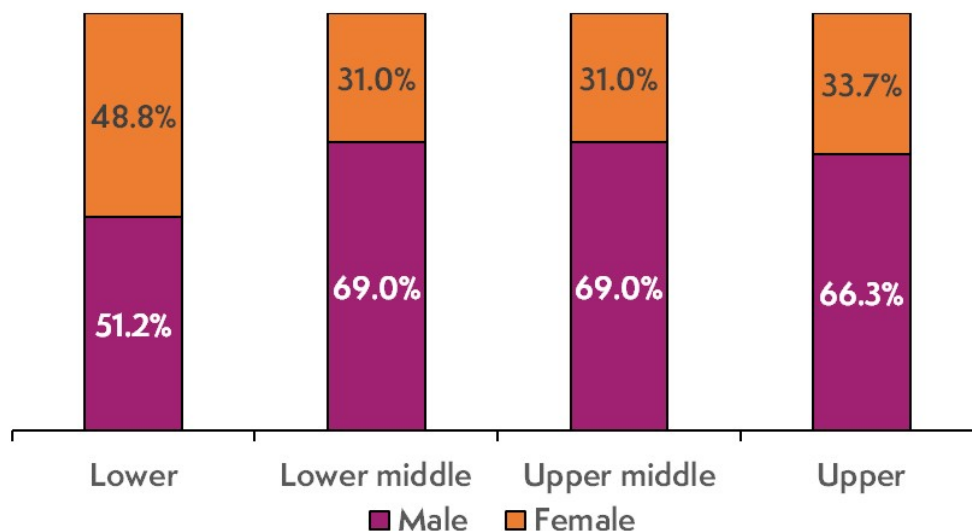


The Fenmarc community remains strong... we have 351 cutting edge, cutting veg people in the team... 226 (64%) males and 125 (36%) females. We specialise in the packaging and further processing of fresh and prepared produce. Here's our gender pay gap stats...

Our pay and bonus gender pay gap:

	Mean	Median
Pay	2.3%	0.7%
Bonus	37.4%	0.0%

The proportion of males and females in each pay quartile:



We're really pleased and proud that our gap is significantly lower than the national average (of 13%) and reduced significantly from 7% last year to just 2% this year. We have organically found ourselves increasing the proportion of women in more senior roles.

We have a referral bonus scheme and a loyalty award scheme in place, with more males taking advantage of these over females. As a result, the mean bonus gap has increased. The availability and values are fair and equal. The median bonus gap remains at 0% as performance related bonuses are widespread and equal.

We're committed to equal opportunities and equal treatment for all colleagues regardless of gender, so we pay colleagues equally for the same or equivalent work.

Hayley Wilson, Chief Financial Officer, 1 April 2026