

2023 Gender Pay Gap Report

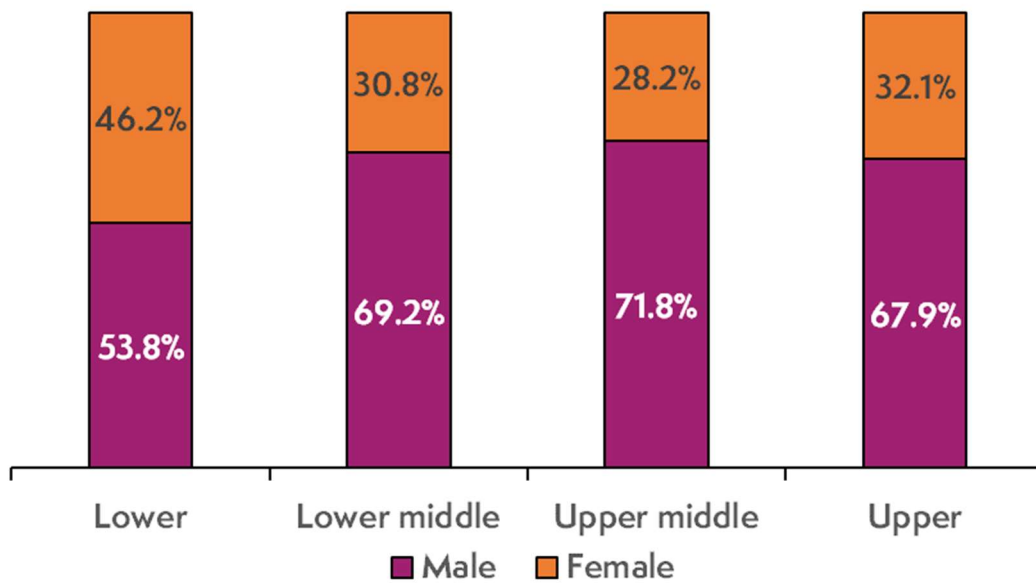


The Fenmarc community is growing... we now have 312 cutting edge, cutting veg people in the team... 205 (66%) males and 107 (34%) females. We specialise in the packaging and further processing of fresh and prepared produce. Here's our gender pay gap stats...

Our pay and bonus gender pay gap:

	Mean	Median
Pay	6.3%	4.2%
Bonus	-8.6%	0.0%

The proportion of males and females in each pay quartile:



We're really pleased that our gap is significantly lower than the national average (of 14%). As with many organisations, our pay gap stems from a higher proportion of males employed in more senior roles.

Our mean bonus gap is negative. We paid a Christmas bonus in December 2022 to all, however we had several male new starters between January to March 2023 so they just missed out on the bonus this year, but rest assured they received one in December 2023.

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, Finance Director, 5 March 2024