

Gender Pay Gap Report April 2022

Fresca Group is a major part of the fresh produce supply chain in the UK and beyond. Fresca is an active investor and holding company with businesses that operate in a fast moving, competitive fresh produce industry.



Across Fresca, our colleagues are at the heart of everything we do. Our mission every day is to be the First Choice Produce Partner and this naturally extends to our people. Addressing any gender imbalance is at the very forefront of our Equality, Diversity and Inclusion agenda.

Two of our key values are Character and Sustainability – Fresca aims to create a greater future, all whilst demonstrating our strong ethics and continually building long relationships. Any discrimination or prejudice towards anyone is vehemently opposed as the Group continues to take steps towards remedying any imbalances in our workforce and provide opportunities to all.

We continue to take steps to mitigate any existing hurdles based on appearance, and keep moving towards fair and sustainable practices. One approach to remedy the number of males in senior positions is to provide new opportunities for females, and to integrate them from all corners of society and across our communities.

Our 'Grow With Fresca' initiative incorporates opportunities for colleagues of all genders, ethnicities and developmental stages. The programmes provide direction for colleagues wanting to progress within our businesses. As well as including academic skills, they each include a focus on soft skills to provide our future managers and leaders with the technical tools and a better emotional understanding of how to create and then get the best out of their teams.

- Our Management Development Programme offers opportunities for our junior / front line managers to an ILM Level 3 qualification.
- Our Graduate Training Programme focuses on bringing talented and diverse individuals into our businesses, and at the end of a 2-year rotational programme, our graduates could achieve an ILM Level 5 degree qualification.
- Our Talent Development Programme is designed to develop existing colleagues to be our future leaders.

Whilst all colleagues are considered for development on their own merit, we have encouraged females to venture into roles previously dominated by male counterparts.

In addition, our People Steering Group have championed the roll-out of Unconscious Bias and E,D&I training. Our HR teams have already undertaken the training and going forward all senior managers, recruiting managers and managers of people will also receive it.

The information in this report is based on data taken as of 5th April 2022.

Gender Pay Gap Report 2022



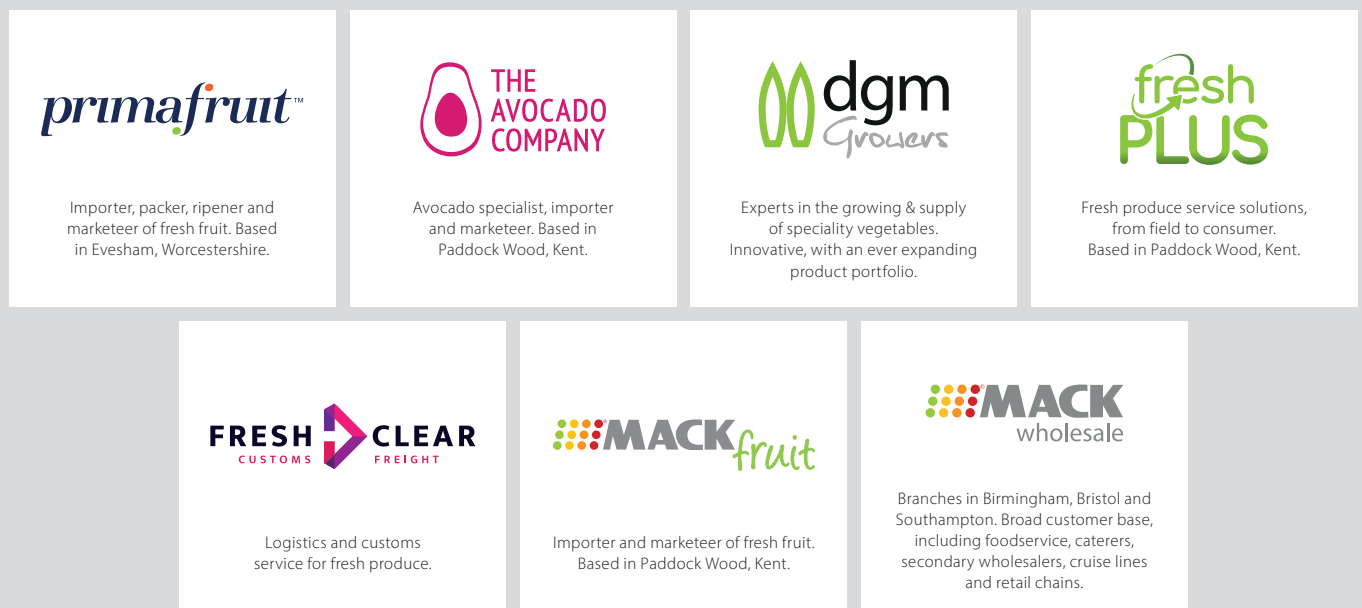
What is the gender pay gap?

The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation, regardless of their roles or industry sectors. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce. It is important to differentiate this from equal pay, which deals with pay differences between men and women who carry out the same or similar jobs or work of equal value. The gender pay gap shows the difference in average pay between all men and women within a workplace.

- The mean gender pay gap is the difference between average hourly pay between male and female employees.
- The median gender pay gap is the difference between the hourly pay midpoint value (50th percentile) between male and female employees.

Each legal entity within the Fresca Group with over 250 employees must report their gender pay gap data and therefore Primafruit Ltd and M & W Mack Ltd are shown separately in our summary on page 5. The legal entities with less than 250 employees are not required to publish this data. However, for transparency, we do so voluntarily by consolidating the gender pay gap data for all of the Fresca Group's wholly owned companies. The table and graphs below reference data and information related to this group data.

Group Structure



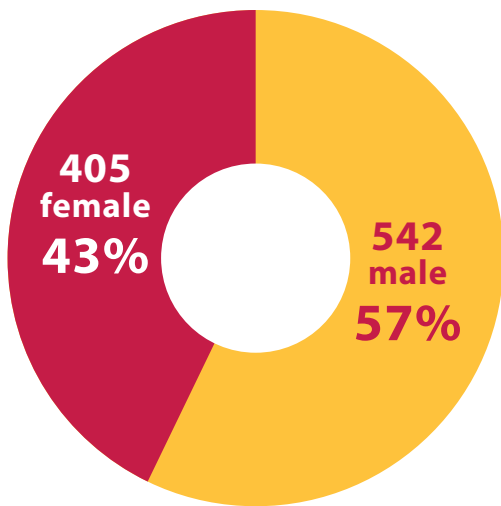
Gender Bonus Pay Gap

	Group
Mean gender pay gap	39%
Median gender pay gap	13%
Mean gender bonus gap	81%
Median gender bonus gap	30%

Our business has more males employed at senior levels and this is a contributing factor to our overall pay gap.

Figure 1. Gender pay/bonus gaps (Fresca Group, 2022)

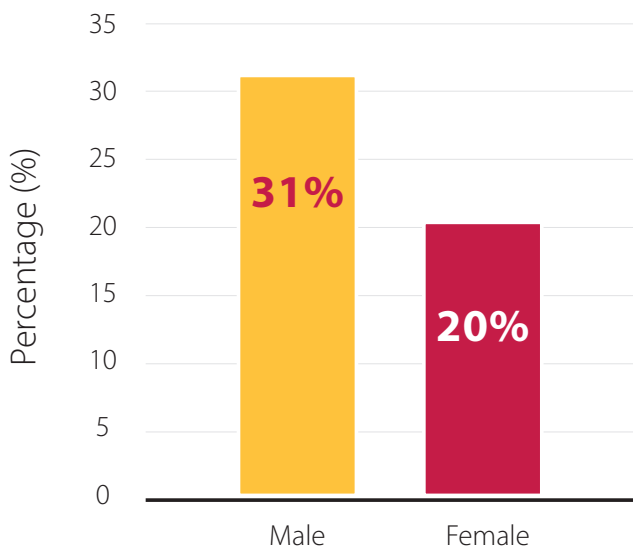
Fresca Group, Workforce



The workforce split for the group between men and women has been reduced by 3% compared to 2021.

Figure 2. Fresca Group, workforce (Fresca Group, 2022)

Workforce receiving a bonus



There has been an increase in the number of employees receiving a bonus this year across the group.

Figure 3. Workforce receiving a bonus (Fresca Group, 2022)

Proportion of males in each quartile

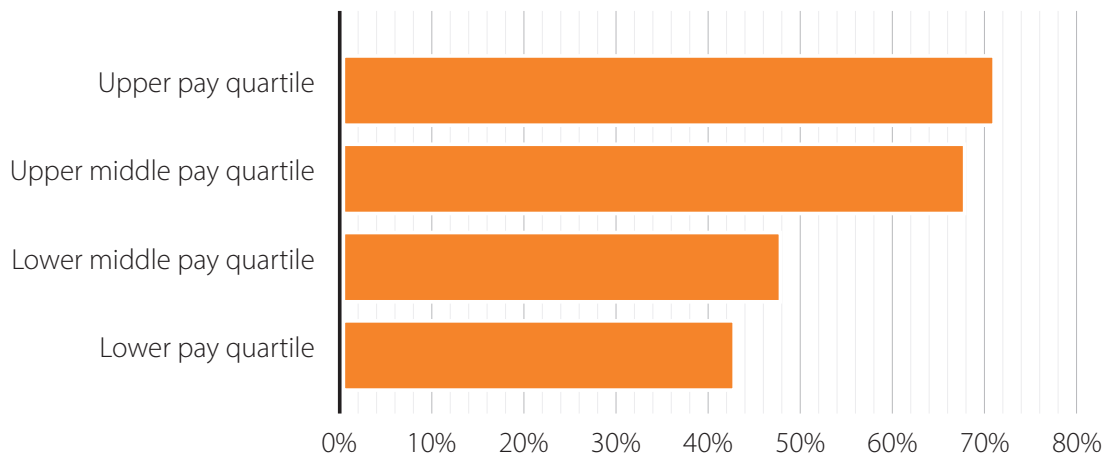


Figure 4. Percentage of males in each quartile pay band (Fresca Group, 2022)

Figure 4 shows a near equal split of men and women in the Lower and Lower middle pay quartiles, mirroring the earlier interpretation of workforce. Each pay quartile has seen an increase in female workers since the previous reporting period.

The majority of these were added to: Lower, Lower middle and Upper middle; leaving the upper quartile male dominated in the short term, but as people progress through the aforementioned employee development programmes, we expect to see a shift at this upper pay quartile also, creating a more balanced workforce at every level - albeit an incremental process.

The below table summarises the gender gap reporting for Fresca Group, Primafruit Limited and M&W Mack Ltd.

	Fresca Group		Primafruit Ltd		M&W Mack Ltd	
Mean gender pay gap	39%		22%		20%	
Median gender pay gap	13%		8%		16%	
Mean gender bonus gap	81%		83%		76%	
Median gender bonus gap	30%		0%		0%	
Proportion of males and females	Males	Females	Males	Females	Males	Females
Proportion of males and females receiving a bonus	31%	20%	30%	24%	49%	29%
Proportion of males and females in lower pay quartile	43%	57%	40%	60%	50%	50%
Proportion of males and females in lower middle pay quartile	48%	52%	46%	54%	55%	45%
Proportion of males and females in upper middle pay quartile	68%	32%	53%	47%	77%	23%
Proportion of males and females in upper pay quartile	71%	29%	65%	35%	78%	22%

Figure 5. Statistics for group and entity (Fresca Group, 2022)

I confirm that the data reported above is accurate

NAME: *Martyn Fletcher*
 POSITION IN COMPANY: *Chief Executive*
 DATE: *03/04/2023*



The Fresca Group of companies are committed to providing and creating an inclusive place to work as gender diversity is key for our future and long term success.