

Gender Pay Gap Report April 2023

Fresca Group is a leading force in the fresh produce industry in the UK. Our portfolio of businesses reflects a deep-rooted entrepreneurial spirit, operating within our industry for 150 years. Our roots date back to a Mack wholesale stall at Covent Garden Market in 1874 – four generations later, we still have a member of the Mack family at the helm. We remain privately-owned – in fact, 44% of our business is owned by our employees.



The information in this report is based on data taken as of 5th April 2023.

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Our mission is to be our customer's First Choice Produce Partner, and this approach extends to being the employer of choice for our colleagues. We work hard to create a culture where everyone is appreciated and supported, where opportunities are open to all, and where people treat each other with respect and can expect to get the same in return – whatever their background, race or gender.

Addressing any gender imbalance is at the very forefront of our equality, diversity and inclusion agenda. As such, any discrimination or prejudice towards anyone is strongly opposed, as we continue our progress in remedying any imbalances in our workforce.

We continue to take steps to mitigate any potential hurdles by integrating people from all corners of society and across our communities to keep moving towards fair and sustainable practices and attitudes.

One approach to remedying the imbalance of males in senior positions has been to bring more females into the company through graduate roles. We also provide ongoing development opportunities, which are widely available to colleagues of all levels.

We recognise the fact that in certain areas of our business, some roles have traditionally been undertaken by males. We actively encourage females to take steps into such roles - for example pack house roles/ warehouse positions/fork lift drivers. We see a positive uptake in such areas. The key factor behind our gender pay gap is the balance of men and women across job levels. In the reported year, the group delivered a strong set of results. As we currently have more males in senior management positions, that have the potential to achieve a bonus, this is reflected by the increase in males receiving a bonus in the period.

Our focus on leveling up the pay gap is yielding many initiatives - whilst individually, they won't make a seismic shift quickly, they are moving our agenda in the right direction, and we will work hard to maintain a positive cadence in our efforts to do exactly that.

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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 number of men and women across all roles 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 based in the UK. The table and graphs on pages 4 and 5 reference data and information related to this group data.

Group Structure



Avocado specialist, importer and marketer. Based in Paddock Wood, Kent.



Experts in the growing & supply of speciality vegetables. Innovative, with an ever expanding product portfolio.



Fresh produce service solutions, from field to consumer. Based in Paddock Wood, Kent.



Importer, packer, ripener and marketer of fresh fruit. Based in Evesham, Worcestershire.



Logistics and customs service for fresh produce.



Branches in Birmingham, Bristol and Southampton. Serving customers including foodservice, caterers, secondary wholesalers, cruise lines and retail chains.

Gender Bonus Pay Gap

	Group
Mean gender pay gap	48%
Median gender pay gap	11%
Mean gender bonus gap	85%
Median gender bonus gap	60%

Figure 1. Gender pay/bonus gaps (Fresca Group, 2023)

Our business has more males employed at senior levels and this is a contributing factor to our overall pay gap. The groups mean gender pay gap value has increased year on year by 9%

Fresca Group, Workforce

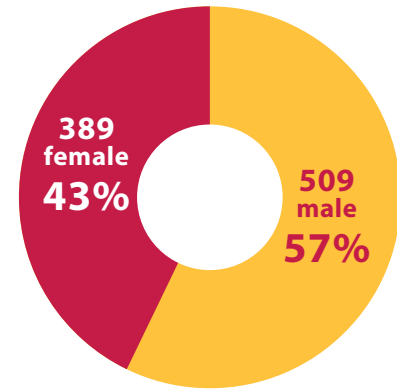


Figure 2. Fresca Group, workforce (Fresca Group, 2023)

The workforce split for the group between men and women remain at the same level as reported last year with a reduced headcount of 5%

Workforce receiving a bonus

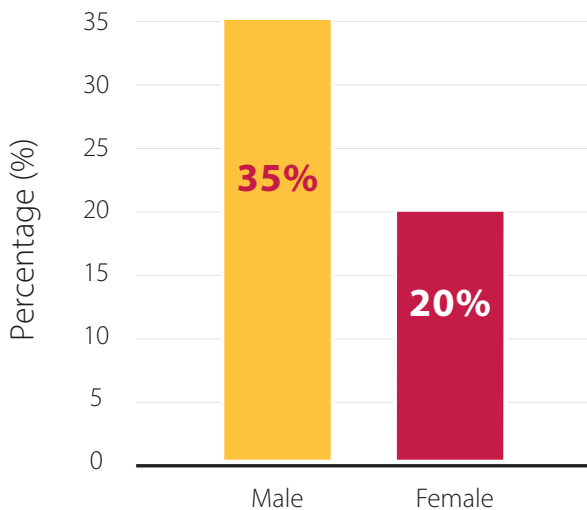


Figure 3. Workforce receiving a bonus (Fresca Group, 2023)

There has been a 4% increase in the percentage of males and a 1% increase for females receiving a bonus this year.

Proportion of males/females in each pay quartile

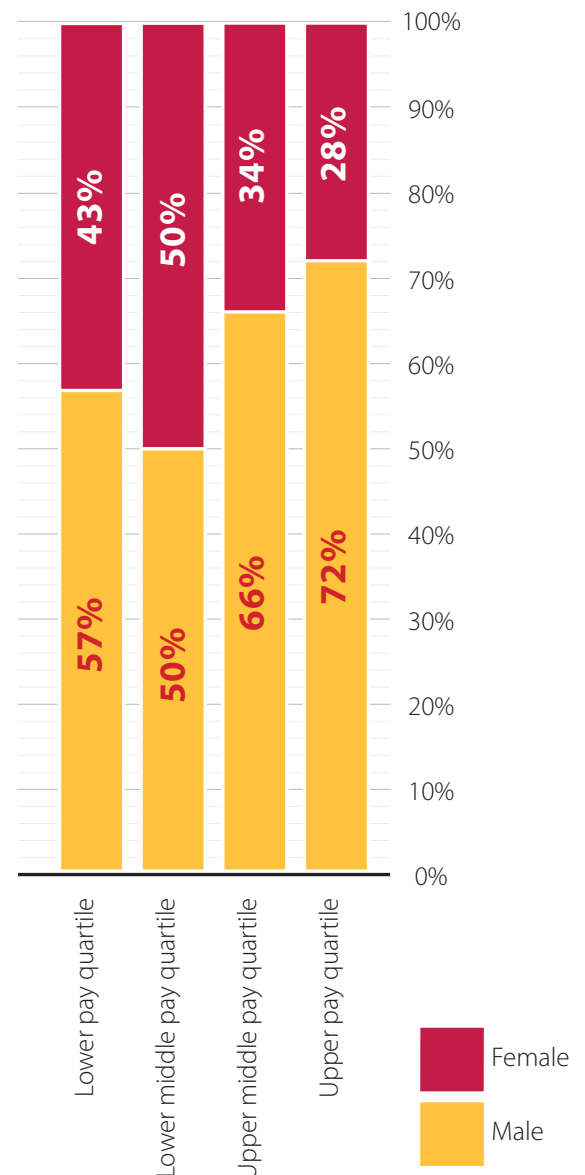


Figure 4. Percentage of males in each quartile pay band (Fresca Group, 2023)

Figure 4 shows that at the lower middle pay quartile the group has an equal proportion of male and females and there is no change at the lower quartile since April 2022. The upper quartile has seen a 1% decrease in males and the upper middle proportion of males increased by 2% since April 2022.

The upper quartile remains male dominated however the group continues to progress colleagues through our employee development programmes and expect this to contribute in addressing our pay gap over the coming years.

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

	Fresca Group	Primafruit	M&W Mack
Mean gender pay gap	48%	23%	14%
Median gender pay gap	11%	8%	9%
Mean gender bonus gap	85%	84%	78%
Median gender bonus gap	60%	77%	33%

Proportion of males and females	Males 56%	Females 44%	Males 47%	Females 53%	Males 67%	Females 33%
Proportion of males and females receiving a bonus	35%	20%	23%	8%	55%	28%
Proportion of males and females in lower pay quartile	43%	57%	35%	65%	64%	36%
Proportion of males and females in lower middle pay quartile	50%	50%	43%	57%	59%	41%
Proportion of males and females in upper middle pay quartile	66%	34%	50%	50%	70%	30%
Proportion of males and females in upper pay quartile	72%	28%	63%	37%	78%	22%

Figure 5. Statistics for group and entity (Fresca Group, 2023)

I confirm that the data reported above is accurate

NAME: *Martyn Fletcher*

POSITION IN COMPANY: *Chief Executive*

DATE: *16/04/2024*



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