

# Gender Pay Gap Report

## **What is Gender Pay Gap?**

The Gender Pay Gap Information Act 2021 came into effect in July 2021. Employers with 250 or more employees are required to publish statutory calculations every year showing how large the pay gap is between their male and female employees. 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.

It is important to have a clear understanding of what the gender pay gap tells us or doesn't tell us. The gender pay gap is not the same as equal pay. Equal pay is our legal obligation as an employer to give men and women equal pay for the same jobs, similar jobs or work of equal value. At Freshways Food Company our pay and rewards practices are applied equally to everyone regardless of gender.

## **We chose the period below in which to publish our Gender Pay gap data for 2023**

- **Snapshot Date: 5 June 2023**
- **Published on: 5 December 2023**
- **Total Employees: 261 (Male 142 / Female 119)**

## **There are two ways to measure the Pay Gap**

### **1. Median Pay Gap**

This represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

### **2. Mean Pay Gap**

The Mean Gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

## **Freshways Food Company Gender Pay Analysis**

The Freshways Food Company Gender Pay Gap Analysis is as follows

### **All Employees**

<b>Mean</b>	<b>Median</b>
<b>4.06%</b>	<b>0.7%</b>

Our Gender pay gap is small. We feel that this is due to the almost equal number of men and women in all work levels in Freshways from General Operatives to Senior Leadership.

### **Part time Employees**

On the snapshot date we had 15 part time employees, 13 female and 2 male. The pay gap exhibited here is due to female employees who were on unpaid leave during the Snapshot period.

Mean	Median
32.71%	17.6%

### **Employees on Temporary contracts**

On the Snapshot date we had one female employee on a Temporary contract.

### **Benefit in Kind**

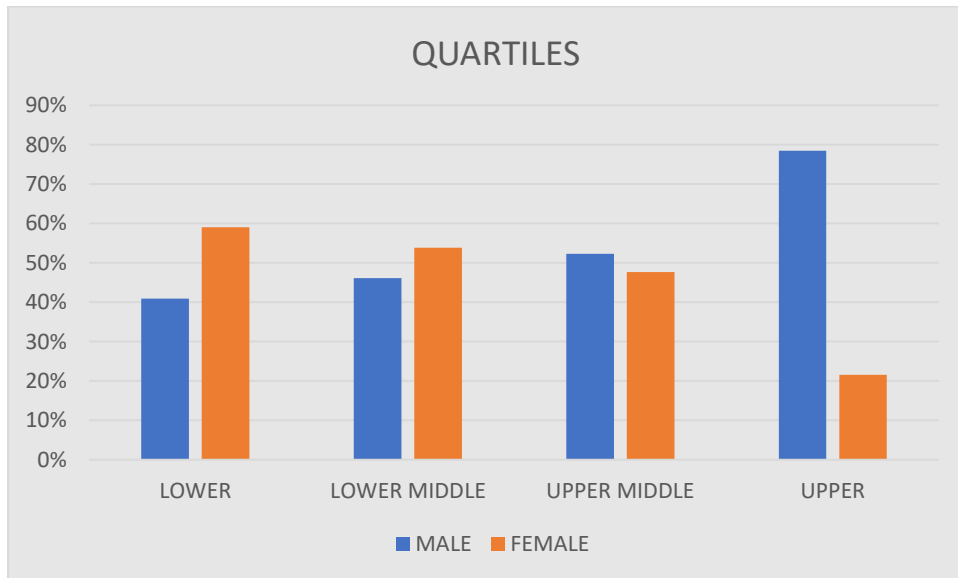
The legislation requires us to report on the % of employees receiving benefit in kind, which we have outlined below. On the snapshot date 5 employees received BIK in some form.

Male	Female
2.82%	0.84%

### **Bonus**

The legislation requires us to report on the % of employees receiving Bonus. Bonus payments are not part of our remuneration package.

## Pay Quartiles



Pay per quartile is calculated as the percentage of male and female employees in four equal sized groups based on their hourly pay rate.

We can see a Gender imbalance in the Lower and Higher quartile. There are more women in the Lower Quartile mainly due to the number of part time workers in this group who are majority women.

The Upper quartile is majority male. Our senior leadership team and second tier managers are fairly evenly split between men and women so this pay disparity is explained by the shift allowance and commission payments of our night shift and Van sales team. These jobs require a high level of physical strength and require working antisocial hours which appear to suit men more than women

Freshways Food Company is committed to maintaining a low Gender Pay gap in the future by continuing to employ men and women equally and by giving equal opportunities to all for progression and improvement.