

# Gender Pay Gap Reporting 2024

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FINE FOODS



# UNDERSTANDING GENDER PAY GAP REPORTING

Under the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**, all UK businesses with more than 250 employee are obliged to publish details of their Gender Pay Gap. The data contained in this report has been calculated in line with these regulations and is based on a snapshot date of **5th April 2024**, but also takes into account our non-standard contracts whereby our hourly pay rates are calculated across 238 contractual working days rather than the traditional full-time contractual hours.

Gender Pay Gap Reporting is a way for businesses to check if there's a difference in the average pay between men and women across the workforce. It doesn't mean men and women are being paid differently for the same job (that would be an equal pay issue), but it does highlight wider trends – like if fewer women are in senior, higher-paying roles.

By reporting this data, we can spot any gaps, understand the reasons behind them, and take steps to create a fairer and more balanced workplace for everyone. it's an important tool for promoting equality and making sure talent is recognised and rewarded fairly, no matter their gender.

Under these regulations we are required by law to publish the following data:

- the difference in 'mean' pay between male and female employees;
- the difference in 'median' pay between male and female employees;
- the difference in 'mean' bonus pay between male and female employees;
- the difference in 'median' bonus pay between male and female employees;
- the proportions of male and female employees who were paid bonus pay; and
- the proportions of male and female employees in each quartile of their pay distribution.





## MEAN

The **mean (average)** gender pay gap shows the difference in hourly pay (or bonuses) between all men and all women.

Mean averages are helpful because they consider every employee's pay equally, providing a good overall picture of the gender pay gap. However, salaries which are extremely high or low, including bonuses, can sometimes distort the results, making the gap appear larger or smaller than it truly is.

## MEDIAN

The **median gender pay gap** compares the 'middle' rate of pay (or bonus) for all men and all women when salaries are arranged in order from lowest to highest.

The median is a useful measure because it reflects the typical pay level within an organisation. Unlike the mean average, it is not impacted by extremely high or low salaries or bonuses, making it a more accurate representation of the overall pay gap.

## PAY QUARTILES

Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal size groups.



Gender Split – April 2024



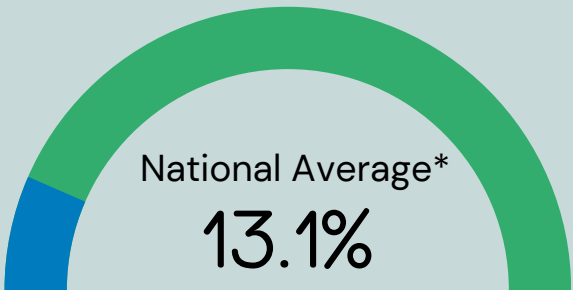
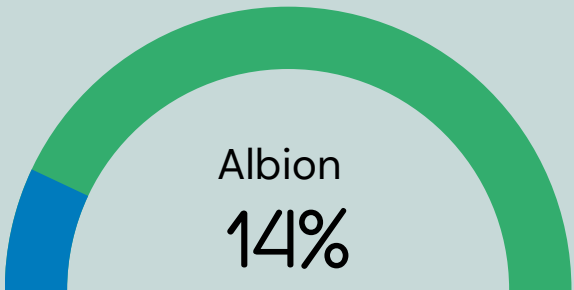
Mean Gender Pay Gap

2024 14%

Median Gender Pay Gap

2024 4%

Average Gender Pay Gap Comparison



\*Gender Pay Gap, House of Commons Library

% of Men & Women Receiving Bonus

48%  
of men received a bonus

28%  
of women received a bonus

Mean Gender Pay Gap for Bonus

2024 42%

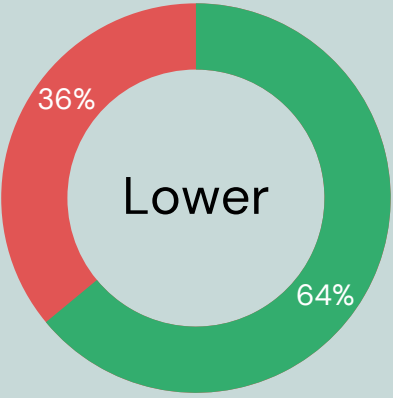
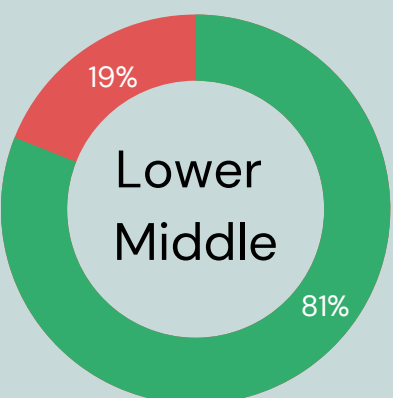
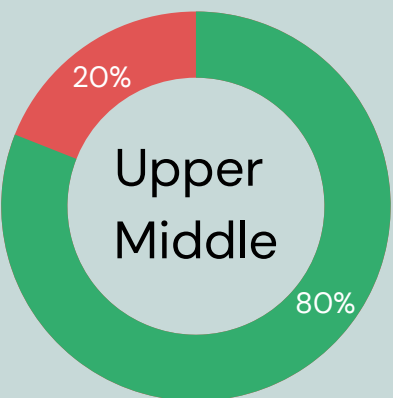
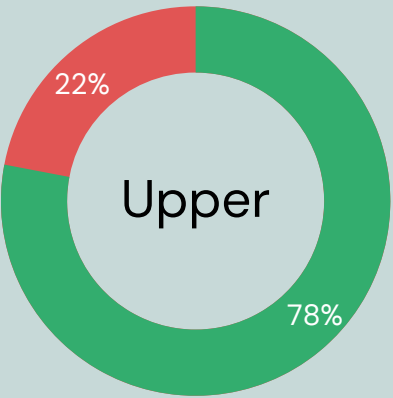
Median Gender Pay Gap for Bonus

2024 20%

Pay Quartiles



Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal size groups.





# Our Gender Pay Gap Explained

We are committed to fostering an inclusive and fair workplace for all employees. Our first gender pay gap analysis shows a **14% gap in average pay** between men and women. This gap is primarily driven by structural factors rather than unequal pay for equal work.

## Key Contributing Factors

1. Workforce Composition – A significant portion of our workforce operates in transport and warehouse roles, which are historically male-dominated. These roles tend to have higher salaries due to industry standards and competitiveness, shift patterns, and overtime opportunities.
2. Leadership Representation – Our Senior Leadership Team (SLT) is currently 83% male all of who receive a bonus. As senior roles typically command higher salaries, this contributes to the overall gender pay gap.

# Our Gender Bonus Pay Gap Explained

We report a mean gender bonus pay gap of 42% and a median gender bonus pay gap of 20%. These figures are heavily influenced by the composition of our workforce, where the majority of employees are men, especially in driver and warehouse roles. It is also influenced by the Senior Leadership Team which is also male-dominant.

We remain committed to fostering a greater gender balance across all areas of the workforce and will continue to review our policies and bonus initiatives to ensure fairness and equal opportunities for all employees.

# Our Action Plan

We are committed to fostering an inclusive workforce actively promoting equality and diversity. To address our gender pay gap and gender bonus pay gap:

- We will continue to review our bonus initiatives with a view to extending it beyond the Transport team
- We will evaluate our recruitment efforts and actively promote opportunities to encourage more women to join the warehouse and logistics industry.
- We will create mentorship programs specifically for women to help them advance and gain the experience to fulfill leadership positions.



OUR GENDER PAY GAP RESULTS