

GENDER PAY GAP REPORT 2018

PRODUCE WORLD GROUP LIMITED



2018 Gender Pay Gap Report

Introduction

Produce World Group Limited is a grower, supplier and distributor of a range of conventional, organic and specialty fresh produce.

This report provides details of our latest information relating to Gender Pay Gap and is based upon data as at 5th April 2018. At this point in time, the company had 543 relative employees, 313 of which were men and 230 were women.

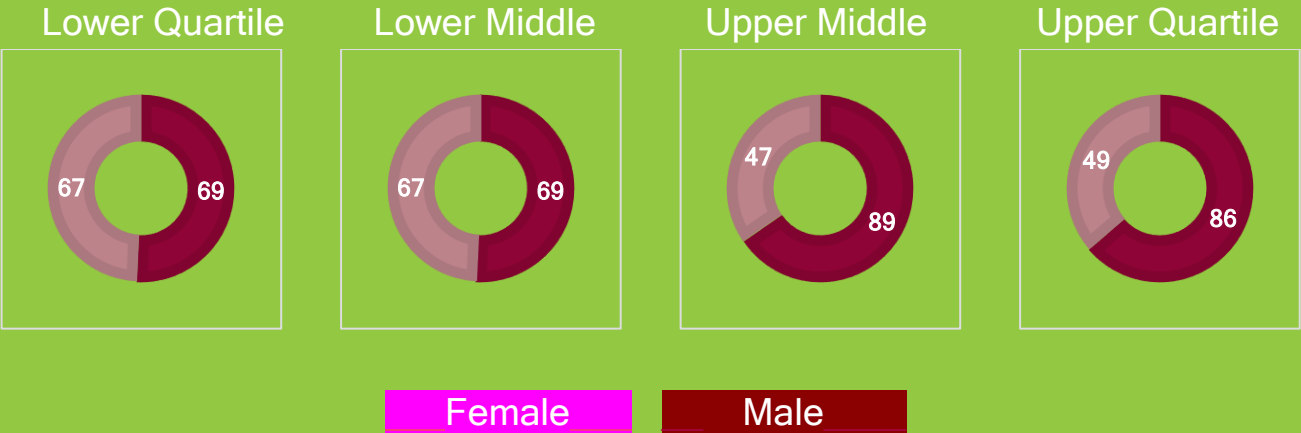
Pay and Bonus Gender Gap

	Mean	Median
Hourly pay gap	18%	4.5%

	Mean	Median
Bonus pay gap	95%	0%

	Male	Female
Bonus received	55%	45%

Pay Band Quartiles by Gender



Commentary

- The median Gender Pay Gap within Produce World Group Limited is lower than that of the UK average
- Where women hold the same role as men within the business, there are no differences between pay rates
- The proportion of men within the median and upper quartiles, provides the underpinning reason for the company's mean Gender Pay Gap
- The difference between numbers of men and women receiving a bonus is because of a slightly higher number of men in the relative period achieving long service bonus awards in the reporting period

The Produce World Group commits to reviewing its GPG at regular intervals.



James Barker
Group Managing Director
19 March 2019

