



Any organisation that has 250 or more employees is required to publish and report specific figures about their gender pay gap. Under this UK regulation, FreshLinc Limited is required to annually report its gender pay gap. This process involves conducting calculations to show the difference between the average earnings of men and women within our organisation. However it does necessitate the need to publish individual employee data. It also does not measure equal pay, which relates to the amount women and men are paid for the same or similar work.

**Observations**

Business growth continues and headcount has increased. All rates within the company have increased and recognise the efforts that our employees contribute to our business success. However the workforce is still made up of a higher percentage of men than women.

**Pay Gap**

Mean: 10.4%

**Difference (hourly) between men and women**

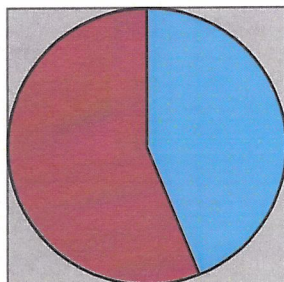
Median: -3.1%

**Bonus Pay Gap**

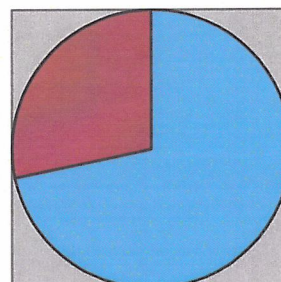
No bonus payments were made in this reporting year.

**Pay Quartiles**

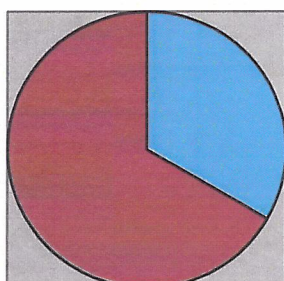
Lower Quartile



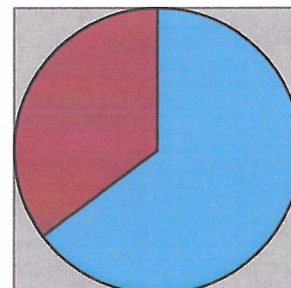
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



*Robin Hancox*

Robin Hancox  
**Managing Director**