



As FreshLinc Ltd is an employer with more than 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This process involves carrying out calculations to show the difference between the average earnings of men and women in our organisation; however, it does not involve publishing individual employee data.

The calculations can be used to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation is to eliminate any gender pay gap.

Information is shown for relevant employees as at the 5<sup>th</sup> April 2018.

	<u>Male</u>	<u>Female</u>	<u>Difference</u>
<u>Mean Hourly Rate</u>	9.04	9.16	-1.3%
<u>Median Hourly Rate</u>	8.35	9.10	-9.00%
<u>Mean Bonus</u>	0	0.00	0.00
<u>Median Bonus</u>	0	0.00	0.00
<u>Proportion of staff receiving bonuses over 12 months</u>	0	0	
<u>Proportion of staff in Upper Quartile (75-100%) – Hourly pay band</u>	79.1%	20.9%	
<u>Proportion of staff in Upper Middle Quartile (50-75%) – Hourly pay band</u>	72.5%	27.5%	
<u>Proportion of staff in Lower Middle Quartile (25-50%) – Hourly pay band</u>	86.8%	13.2%	
<u>Proportion of staff in Lower Quartile (0-25%) – Hourly pay band</u>	93.4%	6.6%	

Robin Hancox  
**Managing Director**

01/04/19