

# GENDER PAY GAP REPORT 2017

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PRODUCE WORLD GROUP LIMITED



**PRODUCE** WORLD  
GROUP

# 2017 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.

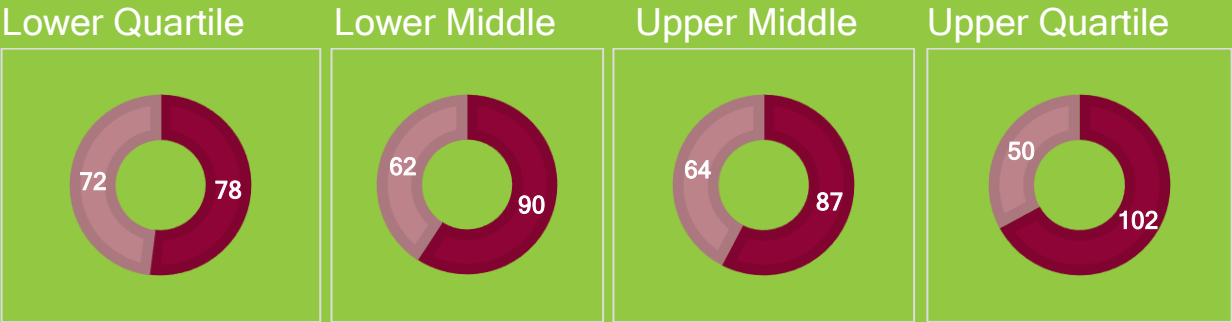
This report provides details of our latest information relating to Gender Pay Gap and is based upon data as at 5<sup>th</sup> April 2017. At this point in time, the company employed 605 people, 357 of which were men and 248 were women.

## Pay and Bonus Gender Gap

	Mean	Median
Hourly Pay	19%	6%

	Male	Female
Bonus received	7%	10%

## Pay Band Quartiles by Gender



Female Male

## 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 business, particularly in 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 higher number of women achieving long service bonus awards in the reporting period
- Produce World Group will be identifying ways in which it can achieve a greater balance in the gender ratio within each quartile in order to reduce the mean Gender Pay Gap

The Produce World Group commits to reviewing its GPG at regular intervals to ensure that its activities are driving the desired results.



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Matt Starbuck  
Managing Director  
16 March 2018

