

Gender Pay Gap 2019

AM FRESH UK



Overview

At AM FRESH UK, we know that our business is enhanced when our workforce represents the diversity of our market & supply chain. We acknowledge the need for progress in bridging the gap that exists across the UK today.

Although we have seen an increase in our gender pay gap over the last year, we have continued to promote gender equality in our business, through enhanced flexible working policies & family friendly policies. We continue to harmonise pay & benefits in comparable roles through internal benchmarking and audits by industry bodies against customer codes of practise.

We continue to promote initiatives to decrease our gender pay gap, & we

management programmes to identify & develop

as for senior roles

Andrew West
Group HR Director



The snapshot data is from 5/4/2019.

The data covers AM FRESH UK as an employer, which includes the headcount of AMT Fresh Partnership. On this date, we employed 339 permanent employees, 184 male & 155 female.

The data submitted is not comparable to the previous year due to the fact that 2017/2018 information included data that related to our sister company, MMFlowers, which is now operating as an independent company.

The average woman at AM FRESH UK is paid 11.8% less than the average man. This is a change from 3.3% as reported in the previous year.

Women make up 39% of higher paid jobs vs 31% for the last reporting period & 52% of lower paid jobs vs 42% in the previous reporting period.

AM FRESH has a lower gender pay gap than the retail sector average of 17.3% of those companies that have reported to date.

Statutory Reporting Data



Women's median hourly rate is 11.8% lower than men's.

Women earn 88p for every £1 that men earn.

Women's mean hourly rate is 28.3% lower than men's.

Women earn 72p for every £1 men earn.

Median Pay



Mean Pay



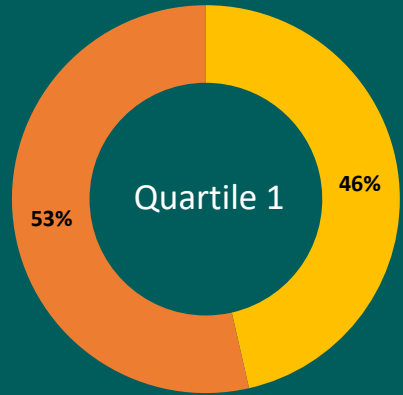
Mean pay = average of all pay rates. Median pay = mid range point of all pay rates.



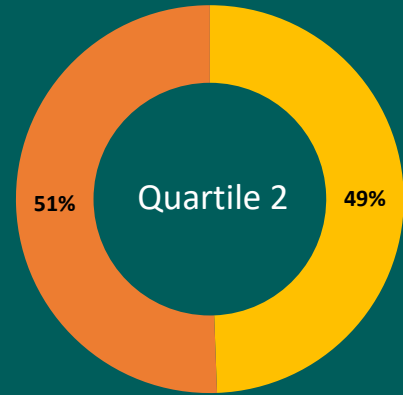
Proportion of males & females in each pay quartile

LOWEST PAID

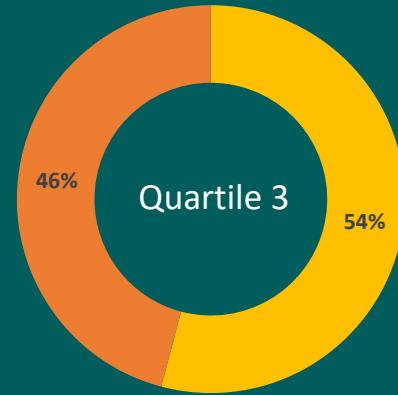
TO HIGHEST PAID



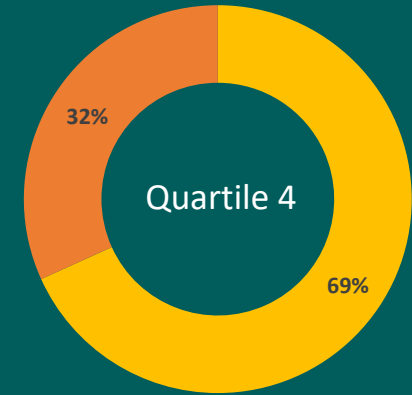
Female Male



Female Male



Female Male



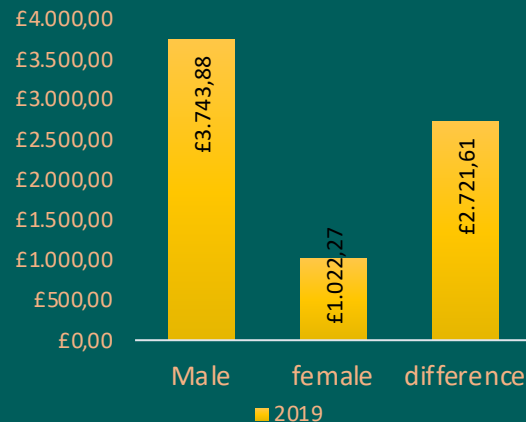
Female Male

Bonus payments:

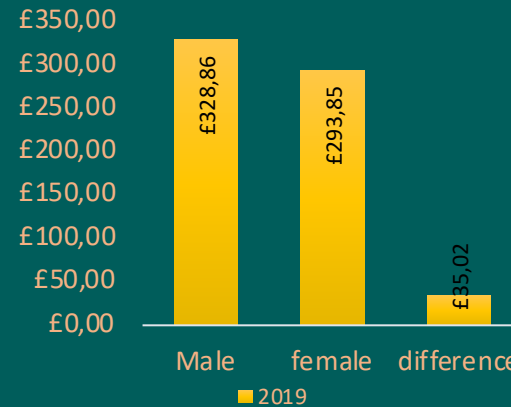
58% of men receive a bonus

60% of women receive a bonus

Bonus Mean



Bonus Median



Women's mean bonus is 73% lower than men's
Women's median bonus is 10.6% lower than men's



- Develop an annual plan to reduce the gender pay gap, with Board commitment, to address fairness in remuneration including:
 - Formalising transparency of pay bands and bonus scheme processes across pay levels
 - Creating a long term vision (5-10years) to link how reducing the pay gap can contribute toward retaining labour, fair pay & addressing bonus disparity
- Research barriers to women's development and review reasons why women leave the business to identify any patterns
- Conduct annual unconscious bias training for hiring managers
- A women's committee will be formed to focus on addressing gender specific issues and will compliment and collaborate with our wider freely elected worker committees
 - The Group Head of Human Rights & Ethics will chair the committee and work across teams as needed with the support of Human Resources