

Gender Pay Gap regulatory report and figures

Gressingham Foods is committed to equal pay for our employees and understand that equal pay between males and females is both a moral obligation and a legal right in accordance with the Equality Act 2010.

We are reporting figures below the national average and are encouraged by this and we will continue in our strategies to make Gressingham Foods a great place to work and a fair pay employer.

The information we are required by legislation to publish is detailed below.

Mean Pay Gap	9.9%
Median Pay Gap	7.2%
Mean Bonus Pay Gap	24.4%
Median Bonus Pay Gap	35.0%
Males receiving Bonus Pay	73.2%
Females receiving Bonus Pay	66.9%

Quartile Distribution Male/Female

1st Quartile	50/50
2nd Quartile	74/26
3rd Quartile	71/29
4th Quartile	70/30