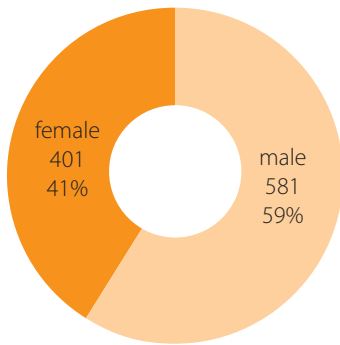


Gender Pay Gap Report 2019



Fresca Group is an investor and holding company operating in the fresh produce sector.

The information in this report is based on data taken as at 5th April 2019.

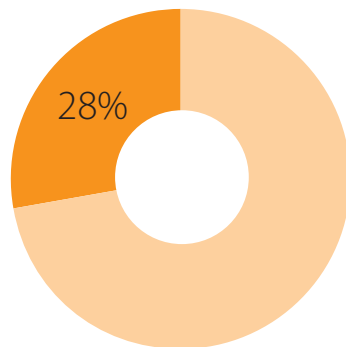


Within the wholly-owned companies of Fresca Group, 41% of the workforce is female.

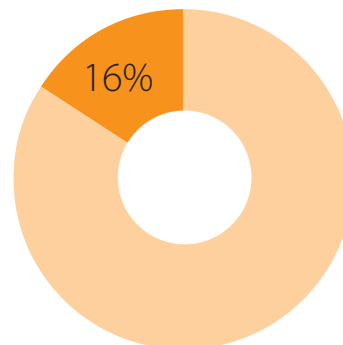
Pay and bonus gender gap

	mean	median
pay	26%	14%
bonus	78%	67%

Proportion of workforce receiving a bonus in the year

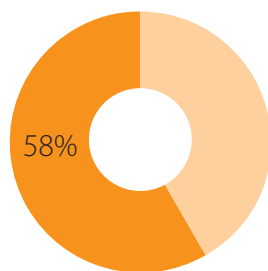


male receiving bonus

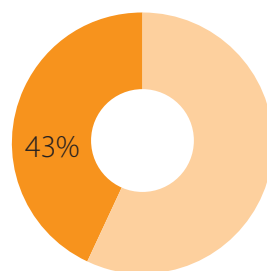


female receiving bonus

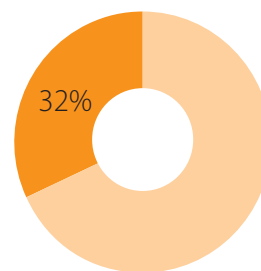
Proportion of females in each quartile pay band



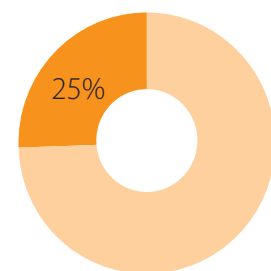
Lower



Lower Middle



Upper Middle



Upper

Gender Pay Gap Report 2019 (continued)



Any company within Fresca Group that has a workforce exceeding 250 people must report its gender pay gap data separately. As at the reporting date of 5th April 2019, there were two such qualifying business in our group:

M&W Mack Ltd with 269 employees

Primafruit Ltd with 352 employees

The below table summarises the gender gap reporting for Fresca Group, M&W Mack Limited and for Primafruit Limited.

	Fresca Group		M&W Mack Limited		Primafruit Limited	
Mean gender pay gap	26%		20%		23%	
Median gender pay gap	14%		13%		7%	
Mean gender bonus gap	78%		65%		86%	
Median gender bonus gap	67%		17%		94%	
	Males	Females	Males	Females	Males	Females
Proportion of males and females receiving a bonus	28%	16%	60%	33%	21%	17%
Proportion of males and females in lower pay quartile	42%	58%	40%	60%	42%	58%
Proportion of males and females in lower middle pay quartile	57%	43%	66%	34%	55%	45%
Proportion of males and females in upper middle pay quartile	68%	32%	75%	25%	59%	41%
Proportion of males and females in upper pay quartile	75%	25%	78%	22%	64%	36%

I confirm that the data reported above is accurate.

Ian Craig,
Chief Executive