



FYFFES GROUP LTD
GENDER PAY GAP REPORT 2019

Fyffes Group Ltd operates within the fresh produce sector. Our UK business is about growing, sourcing, shipping, ripening, distributing and marketing bananas and pineapples and occasionally tropical melons.

Our Gender Pay Gap report is based on data as at 5 April 2019, at which point the number of employees was 448. This was made up of 239 males (53.3%) and 209 females (46.7%).

Fyffes Group Ltd is an Equal Opportunities employer and we are committed to ensuring that our workplace is free from unlawful discrimination at every level and there is equality of opportunity for all. We are committed to ensuring that all employees are recruited and promoted solely on merit, and everyone is treated with dignity and respect at work. This applies to all aspects of employment including recruitment and selection processes, opportunities for training and promotion, in terms and conditions of employment and general treatment at work.

Pay and Bonus Gender Pay Gap

	Mean	Median
Pay	23.7%	16.3%
Bonus	68.5%	62.3%

Proportion of males receiving a bonus	12.1%
Proportion of females receiving a bonus	3.8%

Proportion of males/females in each quartile pay band

	Males	Females
Lower Quartile	34%	66%
Lower Middle	45%	55%
Upper Middle	66%	34%
Upper Quartile	69%	31%

We remain committed to tackling our Gender Pay Gap. We are pleased to have again reported some reductions in our pay and bonus gaps and we are focussed on providing all employees, regardless of gender, with a working environment that gives fulfilling job roles that provides opportunities for progression.

I can confirm that the data reported above is accurate.

Andrew Denham-Smith, Managing Director.