



FYFFES GROUP LTD
GENDER PAY GAP REPORT 2018

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 2018, at which point the number of employees was 475. This was made up of 255 males (53.7%) and 220 females (46.3%).

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 | 24.4% | 14.9% |
| Bonus | 73.7% | 79.2% |

| | |
|---|------|
| Proportion of males receiving a bonus | 11% |
| Proportion of females receiving a bonus | 3.6% |

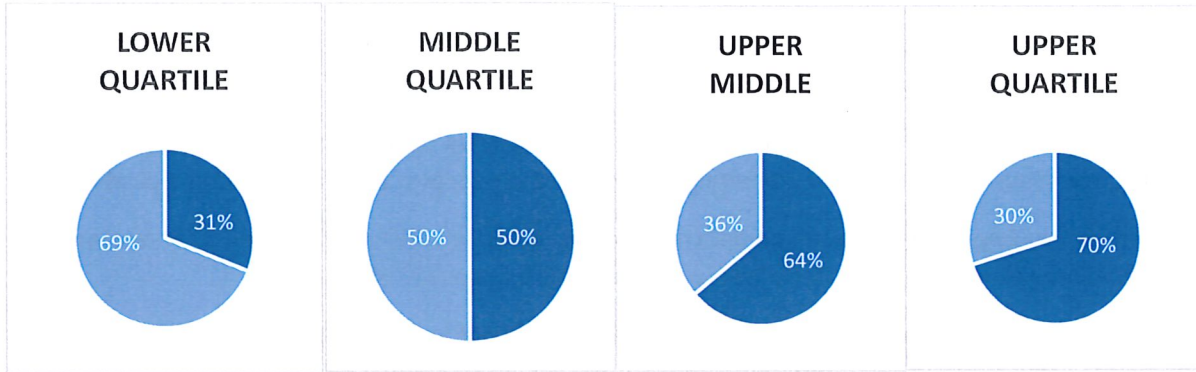
Proportion of males/females in each quartile pay band

| | Males | Females |
|----------------|-------|---------|
| Lower Quartile | 31% | 69% |
| Lower Middle | 50% | 50% |
| Upper Middle | 64% | 36% |
| Upper Quartile | 70% | 30% |

| | |
|--|---------|
| | Females |
| | Males |



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We are committed to tackling our Gender Pay Gap. We are pleased to have reported some reductions in our pay and bonus gaps and we remain 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.