



FYFFES GROUP LTD
GENDER PAY GAP REPORT 2020

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 2020, at which point the number of employees was 475. This was made up of 270 males (57%) and 205 females (43%).

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	22.8%	12.8%
Bonus	60.7%	67.2%

Proportion of males receiving a bonus	14.4%
Proportion of females receiving a bonus	3.9%

Proportion of males/females in each quartile pay band

	Males	Females
Lower Quartile	41%	58%
Lower Middle	52%	48%
Upper Middle	62%	38%
Upper Quartile	72%	28%

We remain committed to tackling our Gender Pay Gap. We are pleased to have reported a reduction in our gender pay gap from a mean pay gap of 23.7% and a median pay gap of 16.3% in 2019, following the trend over the past few years. We continue to focus 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.