

Gender Pay Gap Report

MMUK operates within the Fresh Produce industry in the UK. This Gender Pay Gap Report is based on data as at 5/4/2018.

At this date we employed 307 people, 180 were male and 127 were female.

We are committed to the principles of Equal pay for all employees, and have always benchmarked our salaries and pay rates carefully against the Fresh Produce sector, and the wider Food & Drink industry.

We feel equal pay is a moral and ethical obligation, not just a legal right, and strive to eliminate any gender bias in our pay and remuneration systems. We also strive to encourage more females to join our industry, by demonstrating flexible working and putting family friendly policies into practice.

For many years we have ensured pay and benefits are harmonised in comparable roles and are confident we achieve this. We are audited by industry bodies and against customer codes of practice, helping us to ensure we maintain these standards.

In an industry that is male dominated at managerial levels, we continue to explore ways to encourage female colleagues within our business to develop into senior roles, with several case studies that evidence this internal promotion and development.

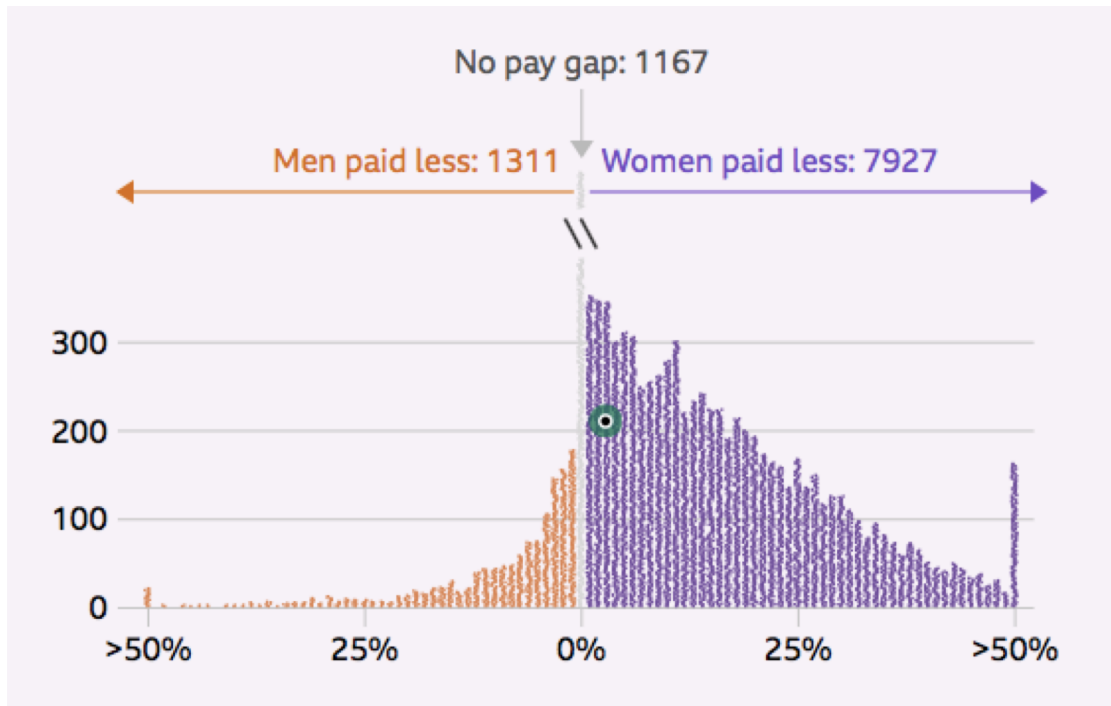
Below we provide a snapshot of MMUK's Gender Pay Gap Reporting Data and then detail specifically the information we are legally required to provide.

MMUK – In summary...

The average woman at MMUK is paid **3.3% less** than the average man. This is a change from 2.4% as reported in the previous year.

That's a lower pay gap than the average of all companies that reported with a snapshot date of 5th April 2018 - which is 9.6% and lower than the industry average of 6%.

Women make up **31% of higher-paid jobs** (26% in the previous year) and **42% of lower-paid jobs** (77% in the previous year).



MMUK is one of 78% of companies that reported in this cycle, with a pay gap that favours men.

MMUK has a lower gender pay gap than the retail sector average.

Statutory Reporting Data:

Hourly Pay Rates

Women's median hourly rate is **3.3% lower** than men's

In other words when comparing the hourly rates women earn 97p for every £1 that men earn

Women's mean hourly rate is **26.3% lower** than men's

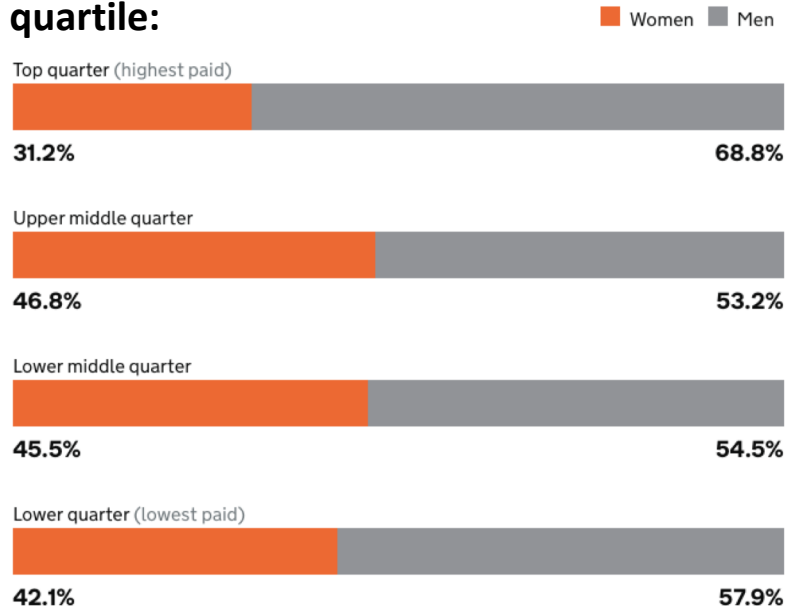
In other words when comparing the hourly rates women earn 73p for every £1 that men earn

Bonus Payments: Average

Women's median bonus pay is 0.2% lower than men's

Women's mean bonus pay is 47% lower than men's

Proportion of males and females in each pay quartile:



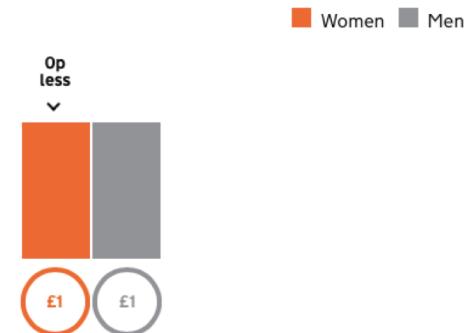
Bonus Payments: Proportion

81% of women

79% of men

Bonus Pay Gap

In this organisation, **women earn £1** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **0.2% lower** than men's.



When comparing mean bonus pay, women's mean bonus pay is **47.9% lower** than men's.