



## **Avara Foods Gender Pay Gap**

**As at 5<sup>th</sup> April 2022**

Avara Foods was formed as a joint venture between Cargill and Faccenda in 2018 and comprises three legal entities that employ the workforce: Faccenda Foods Ltd, Freemans of Newent Ltd and, following a business restructure in 2022, Avara Foods Ltd. The recent addition of Avara Foods as an employing entity has altered our statistics, compared with previous years.

The published gender pay gap below is a direct comparison of average and median earning of men and women at Avara Foods and its subsidiary businesses. It does not take into account role, length of service, qualifications or overtime, and only includes individuals employed on the snapshot date of 5th April 2022, receiving their usual full basic pay, as well as those receiving less than full pay due to reasons other than leave.

The gender pay gap reported below is largely a result of the way in which females are represented across the different quartiles, rather than through pay inequality. The majority of roles within our business are at fixed rates, which are identical regardless of individual characteristics, such as age or gender.

We continue to take action to reduce the gender pay gap, with particular focus on removing barriers that might prevent women from joining or progressing within Avara. However, the historical over-representation of men within our sector, and our significant average length of service, means that progress will be slow.

We are changing our timeframe for reporting and expect to publish our gender pay information from April 2023 in the Autumn of the same year, to give a more current picture of our gender pay situation.

<b>Pay Gap</b>			
Full Pay Relevant Employees:			
Male	3552	64.0%	
Female	1999	36.0%	
<b>Total</b>	<b>5551</b>	<b>100.0%</b>	
<b>Quartiles</b>	<b>F</b>	<b>M</b>	
Lower	46.33%	53.67%	
Lower Middle	38.50%	61.50%	
Upper Middle	31.01%	68.99%	
Upper	27.99%	72.01%	
<b>Grand Total</b>	<b>36.01%</b>	<b>63.99%</b>	
Male mean pay	£13.85		
Female mean pay	£12.83		<b>Mean Gender Pay Gap 7.4%</b>
Male median pay	£12.35		
Female median pay	£11.88		<b>Median Gender Pay Gap 3.8%</b>

<b>Bonus Gap</b>			
Male Mean Bonus	£2,262.11		
Female Mean Bonus	£1,900.88		<b>Mean Bonus Gender Pay Gap 16.0%</b>
Male Median Bonus	£420.00		
Female Median Bonus	£308.00		<b>Median Bonus Gender Pay Gap 26.7%</b>
Proportion of Males with bonus	21.23%		
Proportion of Females with bonus	14.16%		