



HUNT'S FOODSERVICE LTD GENDER PAY GAP REPORT

Hunt's Foodservice Ltd is an equal opportunities employer regardless of gender and believes that everyone should be awarded fairly for their work. From April 2017, all employees with 250 or more employees are legally obliged to report on five key metrics about their gender pay gap and gender bonus gap.

About Mean & Median

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Difference in hourly rate

Women's mean hourly rate is **10.2% lower** than men's

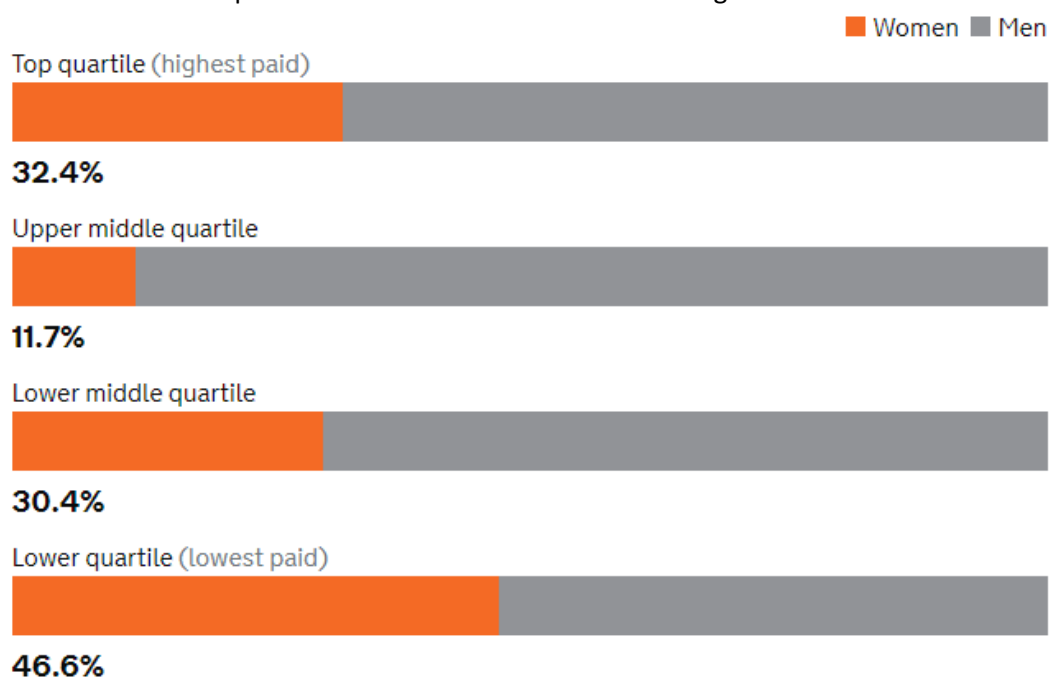
In other words when comparing mean hourly rates, women earn 90p for every £1 that men earn.

Women's median hourly rate is **15.5% lower** than men's

In other words when comparing median hourly rates, women earn 84p for every £1 that men earn.

Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.





Who receive bonus pay

87.1% of women - **92.7%** of men

Difference in bonus pay

Women's mean bonus pay is **56.2% lower** than men's

Women's median bonus pay **94.5% lower** than men's.