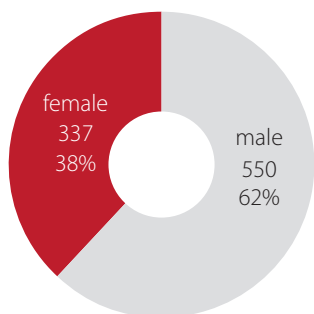


# Gender Pay Gap Report 2017



Fresca Group Ltd is an investor and holding company operating in the fresh produce sector.

The information in this report is based on data taken as at 5th April 2017.

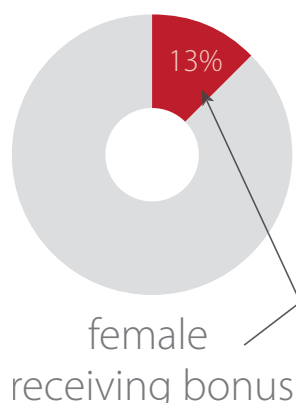
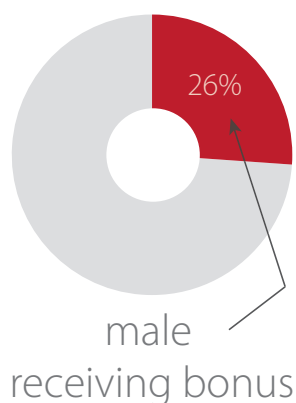


Within the wholly-owned companies of Fresca Group Ltd, 38% of the workforce is female.

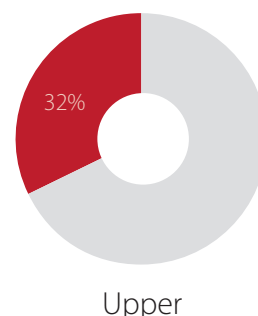
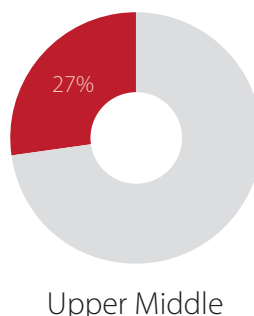
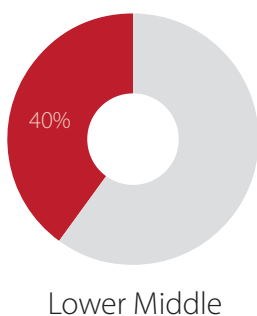
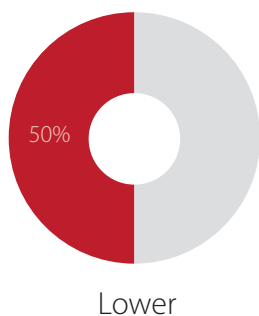
## Pay and bonus gender gap

	mean	median
pay	21%	12%
bonus	53%	60%

## Proportion of workforce receiving a bonus in the year



## Proportion of females in each quartile pay band



## Gender Pay Gap Report 2017 (continued)



Any company within Fresca Group Ltd that has a workforce exceeding 250 people must report its gender gap data separately. As at the reporting date of 5th April 2017, there was just one such qualifying business in our group, M&W Mack Ltd with 502 employees.

The below table summarises the gender gap reporting for Fresca Group Limited and for M&W Mack Limited.

	Fresca Group Limited		M&W Mack Limited	
Mean gender pay gap	21%		6%	
Median gender pay gap	12%		13%	
Mean gender bonus gap	53%		11%	
Median gender bonus gap	60%		39%	
	Males	Females	Males	Females
Proportion of males and females receiving a bonus	26%	13%	35%	22%
Proportion of males and females in lower pay quartile	50%	50%	52%	48%
Proportion of males and females in lower middle pay quartile	60%	40%	67%	33%
Proportion of males and females in upper middle pay quartile	73%	27%	80%	20%
Proportion of males and females in upper pay quartile	68%	32%	69%	31%

I confirm that the data reported above is accurate.

A handwritten signature in black ink that reads "I. A. Craig". The signature is written in a cursive style with a large, sweeping underline.

Ian Craig,  
Chief Executive