



## **Gender Pay Gap Report 2021-2022**

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Legislation in the UK requires that any organisation which employs 250 or more employees must publish and report data regarding its gender pay gap.

The gender pay gap shows the difference between average pay in men and women at FreshLinc Ltd, regardless of what job role they perform.

Calculations must conform to the methods set out by the UK Government and must include mean and median gender pay gap, bonus gap, as well as distribution across pay quartiles. (It does not measure equal pay as this relates to the amount that men and women receive for the same or similar work.)

FreshLinc Ltd operates within the Transport and Distribution Sector. The proportion of males and females are 83.3% and 16.7% respectively.

Due to the working environment it is difficult to redress this imbalance as social factors play a significant part in making driving and warehouse positions unattractive, as roles include lone working, unsociable and long working hours, manual handling and sleeping out in a vehicle.

We continue to promote our Sector and business growth and diversification continues across the Group. Our in house training programme has developed some younger talent into the company and particularly the driving pool. This has helped to combat the driver shortage that has been prevalent in recent years.

We also continue to upskill our workforce with in house training and installations of new equipment and technology.

We are committed to ensuring that all of our employees, male and female are treated fairly, including in relation to recruitment, pay and benefits.

The data for the 2021/22 year is:

### **Pay Gap (difference (hourly) between men and women)**

Mean: 13%

Median: 6.4%

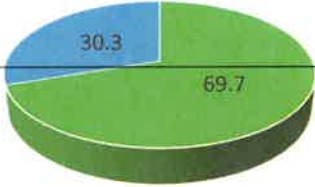
### **Bonus Pay Gap**

No bonus payments were made in this reporting year.

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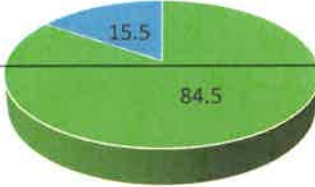
**Pay Quartiles:**

Lower



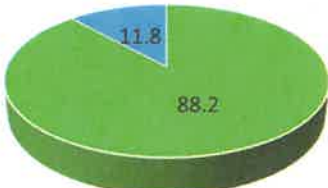
■ Male ■ Female

Lower Middle



■ Male ■ Female

Upper Middle



■ Male ■ Female

Upper



■ Male ■ Female

Lee Juniper  
**Chief Executive Officer**

April 2023