



Any organisation that has 250 or more employees is required to publish and report specific figures about their gender pay gap. Under this UK regulation, FreshLinc Limited is required to annually report its gender pay gap. This process involves conducting calculations to show the difference between the average earnings of men and women within our organisation. However it does not necessitate the need to publish individual employee data. It also does not measure equal pay, which relates to the amount women and men are paid for the same or similar work.

**Observations**

Business growth continues and headcount has increased across the FreshLinc Group. Due to resourcing pressures particularly during the Covid-19 pandemic and rising living costs our rates have increased, and we continue to recognise the efforts that our employees contribute to our business success. Our in-house training programme is operating successfully, creating new talent within the driving pool. It is pleasing to note that more female candidates are applying for roles.

Compared to the previous report the Mean Pay Gap has reduced by 0.7% and the Median has also reduced by 2.5%

**Pay Gap**

Mean: 9.7%

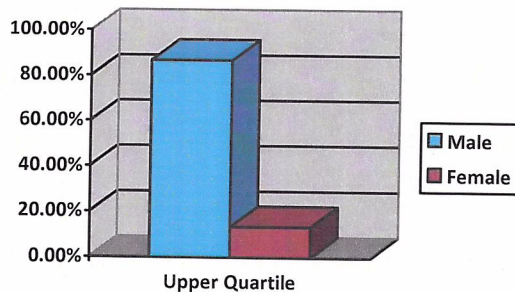
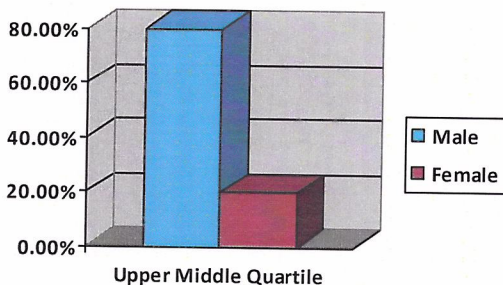
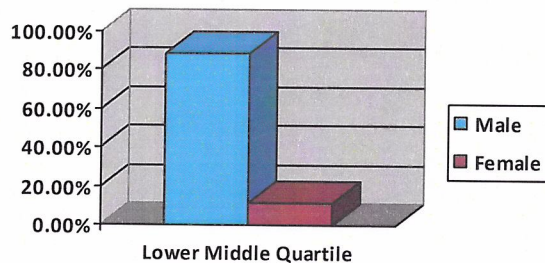
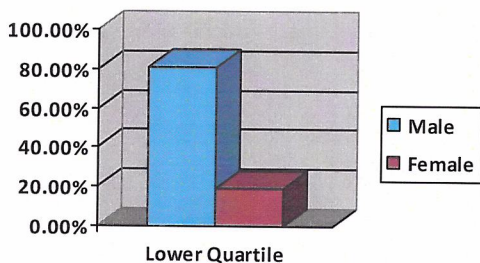
**Difference (hourly) between men and women**

Median: -0.6%

**Bonus Pay Gap**

No bonus payments were made in this reporting year.

**Pay Quartiles**



*Robin Hancox*

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**Managing Director**

4<sup>th</sup> April 2022