

Gender Pay Gap Reporting 2017 Pork Farms Caspian Limited



Statement from Chris Peters, Group MD – Addo Food Group:

As an employer with a workforce of 250 employees or more on 5th April 2017, Pork Farms Caspian Limited must comply with new statutory provisions regarding gender pay gap reporting. This requires us to carry out six calculations and publish the results each year, showing the size of the pay gap between our male and female employees.

We have calculated the relevant figures for Pork Farms Caspian Limited, set out below, using the mechanisms that are set out in the gender pay gap reporting legislation. I can confirm that these figures have been verified and checked to ensure their accuracy.

Signed:

A handwritten signature in black ink, appearing to be 'Chris Peters', enclosed within a hand-drawn oval border.

Name: Chris Peters

Title: Group Managing Director – Addo Food Group (for and on behalf of Pork Farms Caspian Limited)

Date: 1st August 2017

Our Gender Pay Gap Report 2017:

Proportion of Men/Women Employed Within Each Pay Quartile:

Lower Quartile	58.9% Men 41.1% Women
Lower Middle Quartile	67.5% Men 32.5% Women
Upper Middle Quartile	76.0% Men 24.0% Women
Upper Quartile	72.6% Men 27.4% Women

Mean Gender Pay Gap 4.5%

Median Gender Pay Gap 5.8%

Proportion of Men/Women Receiving a Bonus Payment

Men 17.2%

Women 15.98%

Mean Bonus Gender Pay Gap -42.7%

Median Bonus Gender Pay Gap 0%