

Gender Pay Gap Reporting 2018 Pork Farms Caspian Limited



Statement from Deborah Bolton, Chief Executive Officer – Addo Food Group:

We are an employer required by law to carry out Gender Pay Reporting to comply with the statutory provisions. We have calculated the relevant figures for Pork Farms Caspian Limited, set out below using the mechanisms that are set out in the reporting legislation. I can confirm that these figures have been verified and checked to ensure their accuracy.

Gender Pay Gap 2018:

The information below is based on the snapshot date of 5th April 2018 and shows our overall mean and median gender pay gap based on hourly rates of pay. Within Pork Farms Caspian Limited the gender pay gap is lower than the National UK Average of 17.9%.

Mean hourly Pay difference between male & female employees	5.4%
Median hourly pay difference between male & female employees	7.8%

Bonus Information:

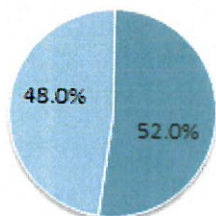
There were no bonuses paid during 2018, giving the business no bonus pay gap for the year to 5th April 2018 as follows:

Proportion of Men/Women Receiving a Bonus Payment within the twelve month period	0%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%

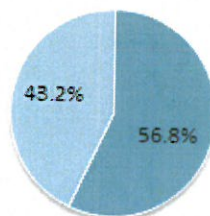
Proportion of Men/Women Employed Within Each Pay Quartile:

We divided our population into four equal sized pay quartiles and the following charts show the percentage of males and females in each quartile.

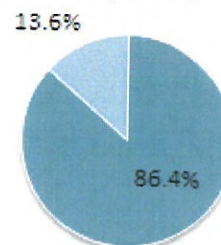
Lower Quartile



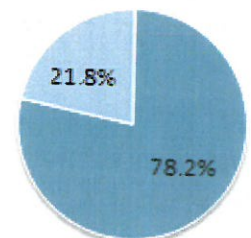
Lower Middle Quartile



Upper Middle Quartile




Upper Quartile



- Male
- Female

Pay Differential by Quartile:

Upper Quartile		-11.82% pay differential
Upper Middle Quartile		-8.03% pay differential
Lower Middle Quartile		-0.65% pay differential
Lower Quartile		-0.10% pay differential

We identified no significant gender pay gap within the Lower and Lower Middle Quartiles with females having fractionally slightly higher hourly pay. As above, within the Upper and Upper Middle Quartiles we see that females are paid more on average than the males. Our analysis shows that the overall pay gap does not arise from males and females doing the same job or operating at a similar or the same level but paid differently. The gap in average pay is due to the lower representation of females at a Senior Level within Pork Farms Caspian Limited and this is also reflected by the lower % of females within the Upper Middle and Upper Quartiles in our business. We must as a Group continue to encourage balanced representation across our businesses and further develop ourselves as a fair and equitable employer.

Signed:



Name: Deborah Bolton

Title: Chief Executive Officer – Addo Food Group (for and on behalf of Pork Farms Caspian Limited)

Date: 18th March 2019