

Gender Pay Gap Reporting 2019 Pork Farms 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 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 2019:

The information below is based on the snapshot date of 5th April 2019 and shows our overall mean and median gender pay gap based on hourly rates of pay. Within Pork Farms Limited the gender pay gap for 2019 is lower than the National UK Average of 17.3%.

Mean hourly Pay difference between male & female employees	-11.9%
Median hourly pay difference between male & female employees	9.9%

Bonus Information:

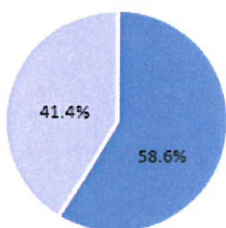
There were no bonuses paid during 2019, giving the business no bonus pay gap for the year to 5th April 2019 as follows:

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%

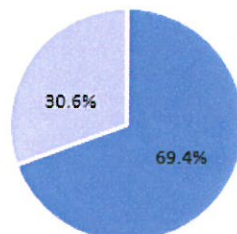
Proportion of Men/Women Employed Within Each Pay Quartile:

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

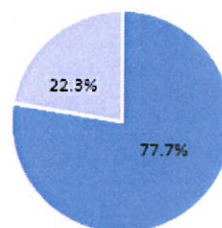
Lower Quartile



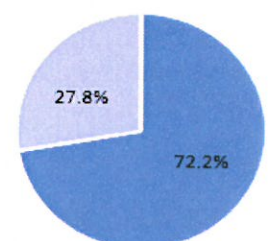
Lower Middle Quartile



Upper Middle Quartile




Upper Quartile



■ Male
■ Female

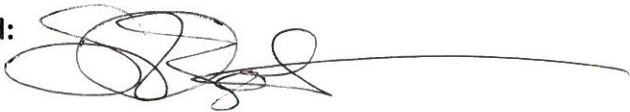
Pay Differential by Quartile:

Upper Quartile		Female 44.53% Higher
Upper Middle Quartile		Female 0.81% Lower
Lower Middle Quartile		Female 1.10% Lower
Lower Quartile		Female 3.55% Lower

The analysis showed a 4.6% increase in females within the lower quartile, however, we saw no significant gender pay gap within the lower, lower middle or upper middle quartiles. The analysis showed a 4.1% increase to the % of females within the upper quartile within the business seeing females on average within this quartile being paid higher hourly pay than the males.

Although we showed a positive result, we must as a Group continue to encourage balanced representation across all levels within 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 Limited)

Date: 15th March 2020