



Total Produce (UK) Limited - Gender Pay Gap Reporting (GPGR)

Total Produce (UK) Limited 'Total Produce UK' is a wholly owned subsidiary of Total Produce Plc, an Irish based Public Limited Company operating predominantly across Europe and North America. We grow, source, import, pack, distribute and market an extensive array of fresh fruits, vegetables, flowers, ranging from the more familiar to the truly exotic.

Total Produce UK is committed to providing Equal Opportunities for all employees and job applicants.

The Company aims to create a working environment in which all individuals are able to make the best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. It is our policy that no employee, or job applicant will receive less favourable treatment than another person on the grounds of age, disability, sex, gender reassignment, pregnancy/maternity, race, sexual orientation, religion or belief, or because someone is married or has a civil partner (the protected characteristics).

Under the duties set out in the Equality Act 2010, the Company is required to publish information on its gender pay gap for all UK companies that engage 250 or more employees. Total Produce UK has 12 employing companies engaging over 1,500 employees. Of these companies, three employ 250 or more relevant employees at 5 April 2017. These legal entities are:

- Total Produce Limited
- Redbridge Produce & Flowers Limited
- Bristol Fruit Sales (Market) Limited

Total Produce Limited and Redbridge Produce & Flowers Limited have a mean gender pay gap of 25% and 20% retrospectively. Bristol Fruit Sales (Market) Limited stands a 6%.

The mean gender bonus gap ranges from 73% to 120% across the three businesses.

These gaps arise because of demographics within Total Produce UK and the Fresh Produce industry overall. Traditionally a greater proportion of men than women have pursued careers in the industry and this trend continues today. As a result, Total Produce UK currently employs twice as many males as females and 75% of employees in the higher hourly rate quartile are men.

Bonus payments are widely provided to all employees however:

- Higher bonuses are paid to those in more senior roles predominantly held by males
- Sales positions receive bonuses based on financial performance; we have fewer women than men applying for posts and working in this area
- A high proportion of women employed are engaged in part time roles

These measurements are distinct from equal pay, which is about ensuring males and females are paid the same for carrying out work of equal value. Total Produce UK does not promote pay differentials for different genders undertaking equivalent roles.

As required by the Governments Gender Pay Gap regulations introduced in April 2017, Total Produce UK shares its data for the three legal entities that engage more than 250 employees.

Total Produce Limited			Redbridge Produce & Flowers Limited			Bristol Fruit Sales (Market) Limited		
Mean and median pay and bonus			Mean and median pay and bonus			Mean and median pay and bonus		
	MEAN	MEDIAN		MEAN	MEDIAN		MEAN	MEDIAN
Gender Pay Gap	25%	10%	Gender Pay Gap	20%	6%	Gender Pay Gap	6%	-1%
Gender Bonus Gap	120%	17%	Gender Bonus Gap	106%	86%	Gender Bonus Gap	73%	21%

Proportion of employees receiving a bonus		Proportion of employees receiving a bonus		Proportion of employees receiving a bonus	
Male	72%	Male	88%	Male	63%
Female	68%	Female	80%	Female	54%

Proportion of employees in each pay quartile			Proportion of employees in each pay quartile			Proportion of employees in each pay quartile		
PAY QUARTILE	MALE	FEMALE	PAY QUARTILE	MALE	FEMALE	PAY QUARTILE	MALE	FEMALE
Upper	86%	14%	Upper	97%	3%	Upper	84%	16%
Upper Middle	76%	24%	Upper Middle	70%	30%	Upper Middle	81%	19%
Lower Middle	79%	21%	Lower Middle	74%	26%	Lower Middle	82%	18%
Lower	70%	30%	Lower	66%	34%	Lower	86%	14%

Francis McKernan
 Director
 For and behalf of Total Produce UK Limited



Date: 12 March 2018

Key:
Mean and Median: The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees.
Proportion of men and women receiving a bonus: The proportion of male and female employees who were paid any amount of bonus pay.
Proportion of males and females in each pay quartile band: The proportion of men and women in four quartile hourly rate pay bands ranked from the lowest hourly rate to the highest hourly rate. It is achieved by dividing the workforce into four equal parts.