

Total Produce (UK) Limited - Gender Pay Gap Reporting (GPGR) 2017/2018

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, including extensive organic and value added fresh cut ranges.

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 2018. 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 18% and 15% retrospectively; both have reduced in the period. Bristol Fruit Sales (Market) Limited stands a 7%, which is a small increase of 1%.

The mean gender bonus gap ranges from 44% to 72% across the three businesses, an overall reduction from the previous reporting period.

These gaps arise because of demographics within Total Produce UK and the Fresh Produce industry generally. Traditionally a greater proportion of men than women have pursued careers in the industry and this trend continues today. As a result, 75% of employees engaged in Total Produce UK are male.

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	18%	10%	Gender Pay Gap	15%	0%	Gender Pay Gap	7%	-11%
Gender Bonus Gap	44%	-67%	Gender Bonus Gap	72%	60%	Gender Bonus Gap	66%	22%
Proportion of employees receiving a bonus			Proportion of employees receiving a bonus			Proportion of employees receiving a bonus		
Male		74%	Male		87%	Male		68%
Female		72%	Female		82%	Female		62%
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	83%	17%	Upper	86%	14%	Upper	85%	15%
Upper Middle	72%	28%	Upper Middle	64%	36%	Upper Middle	75%	25%
Lower Middle	74%	26%	Lower Middle	76%	24%	Lower Middle	75%	25%
Lower	69%	31%	Lower	64%	36%	Lower	85%	15%

Francis McKernan
 Director
 For and behalf of Total Produce UK Limited

Date: 15 March 2019

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.