



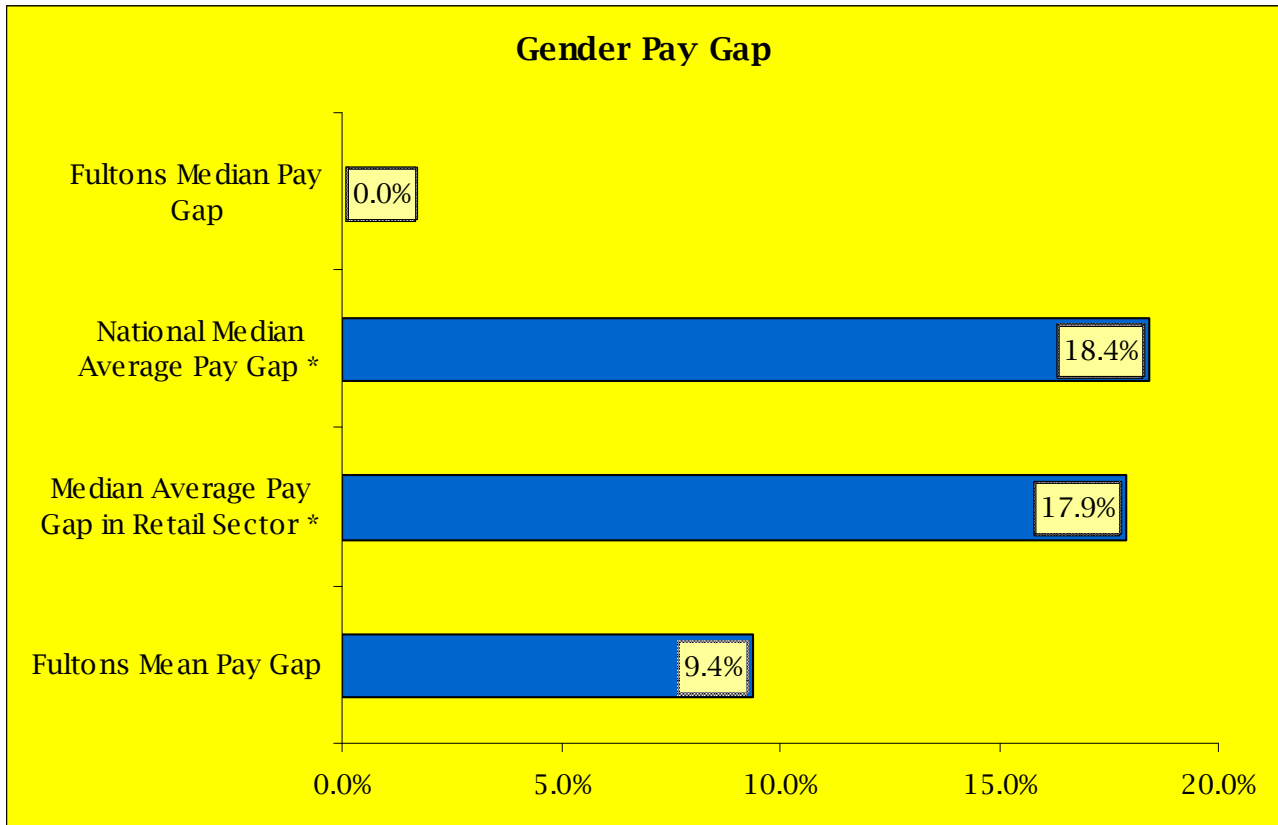
# **Gender Pay Gap Report 2017**

Fultons Foods are committed to ensuring that all our employees are rewarded fairly and consistently at all levels of the business.

Gender Pay Reporting legislation requires employers with 250 or more employees to publish standardised data each year which calculate the hourly average pay gap between male and female employees.

This information is based on payroll data at the snapshot date of 5<sup>th</sup> April 2017.

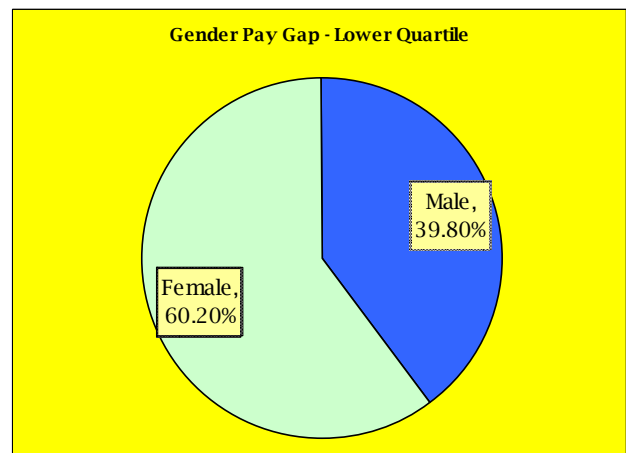
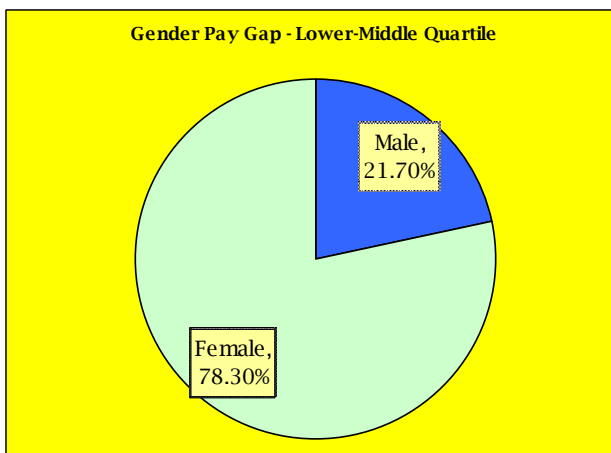
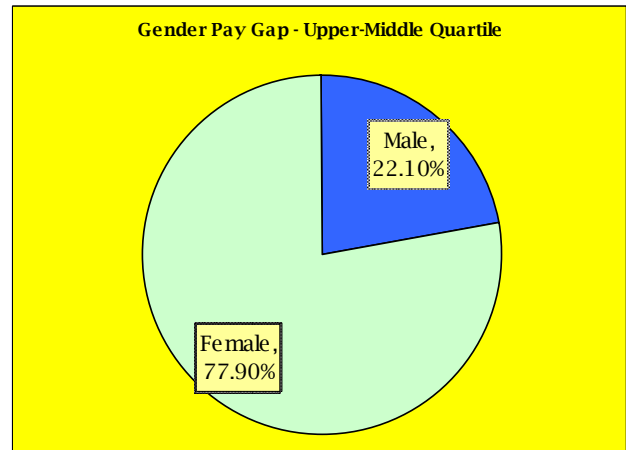
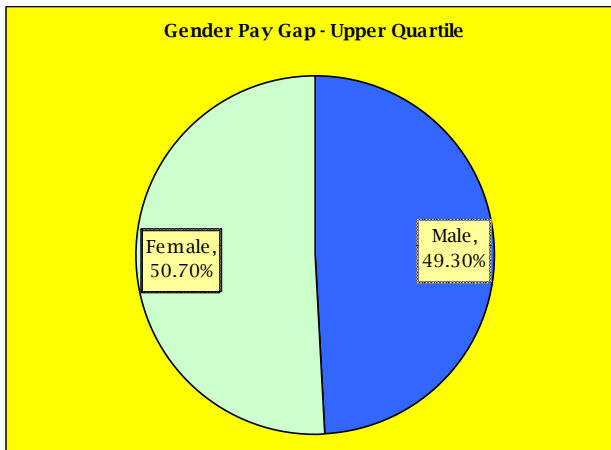
# 2017 Pay Gap



\* Source - BBC News Website 04/04/18

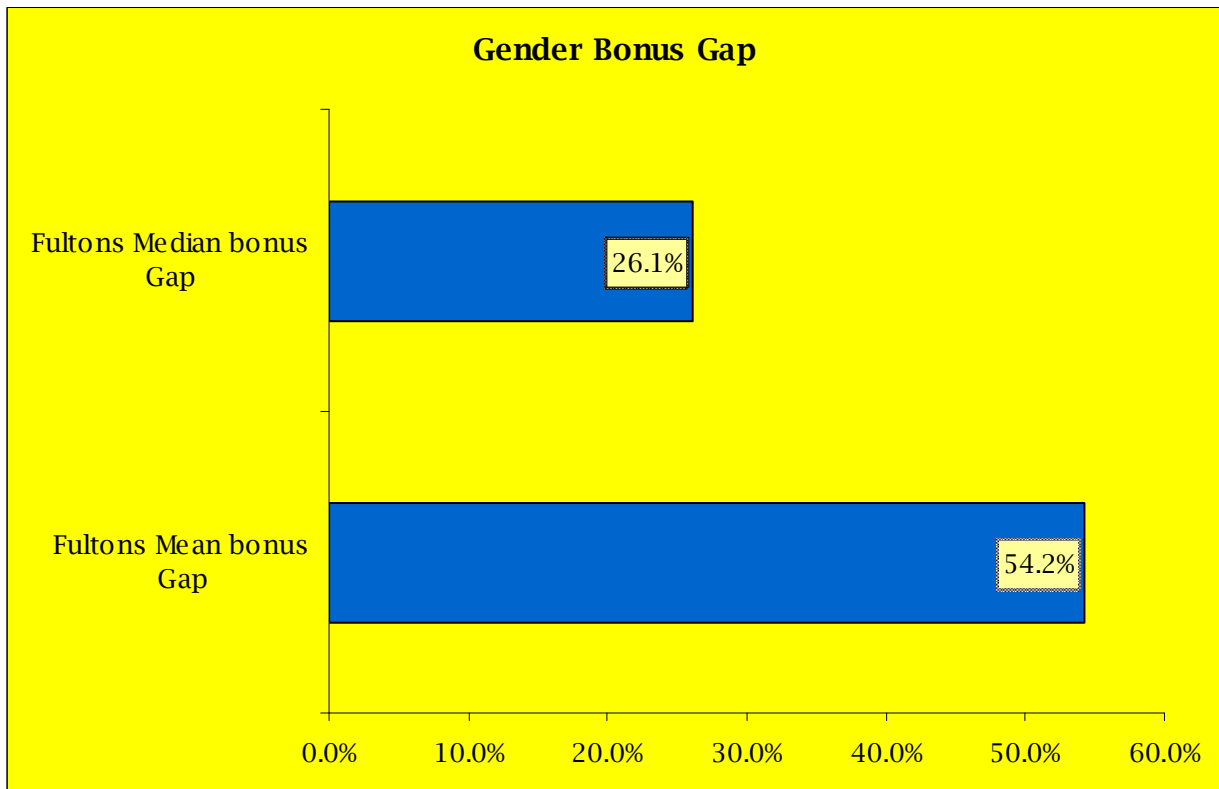
Whilst nationally and within our sector the average pay gap is between 17.9% and 18.4%, we are pleased to report that we are one of only 8% of companies that pay women the same as men.

# Quartile Analysis



The above quartile analysis ranks all employees from highest to lowest hourly pay and then puts them into 4 groups of equal number. This shows there are more females than males in each quartile, which evidences our commitment to fair & consistent pay.

# Bonus Pay Gap



The bonus gender pay gap calculated is due to an over-representation of males in areas of the business that include a productivity bonus arrangement.

Such a gap is common within the retail/wholesale sectors.