

CHINGFORD

Chingford Fruit Ltd is a subsidiary of AG Thames Holdings Ltd within the fresh produce sector.

On 5th April 2017 Chingford Fruit Ltd employed 264 employees which consisted of 112 (42.5%) females and 152 (57.5%) males.

Therefore law requires us, to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves six calculations that show the difference between the average earnings of men and women in our Company, it will not involve publishing individual employee's data.

Our Pay and Bonus Gender Gap results have been published on the government website and they are below:

Pay Gender Gap

Women's hourly rate is

26%	22%
LOWER	LOWER
(mean)	(Median)

Proportion of males and females in each quartile pay band

Top Quartile

75%	25%
MEN	WOMEN

Upper Middle Quartile

73%	27%
MEN	WOMEN

Lower Middle Quartile

52%	48%
MEN	WOMEN

Lower Quartile

34%	66%
MEN	WOMEN

CHINGFORD

Bonus

Women's bonus pay is

13%	8%
LOWER	LOWER
(mean)	(Median)

Who received bonus pay

32%	22%
OF MEN	OF WOMEN

We are committed to paying employees equally for the same or equivalent work regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy, maternity sexual orientation, gender reassessment or disability.

We regularly carry out pay and benefit audits using industry pay surveys and other means to ensure a fair pay structure for all of our roles. There are no differences in pay for males or females carrying out the same roles.

The differences in our gender pay gap are a result of the differing roles that men and women undertake within the Company and the pay those roles attract, rather than paying men and women differently.

The challenge in our Company and across the UK as a whole is to eliminate any gender pay gap and we are continuing to review our gender pay gap information to address the differences we have such as:

- % of male and female employees within the upper middle and upper quartile pay bands.
- % of male and female employees at different levels within the Company
- Reviewing recruitment initiatives to attract male/females to any role within the company.



Gary Linsell

Managing Director – AG Thames

4th April 2018