



GENDER PAY GAP REPORT

2019





FOREWORD

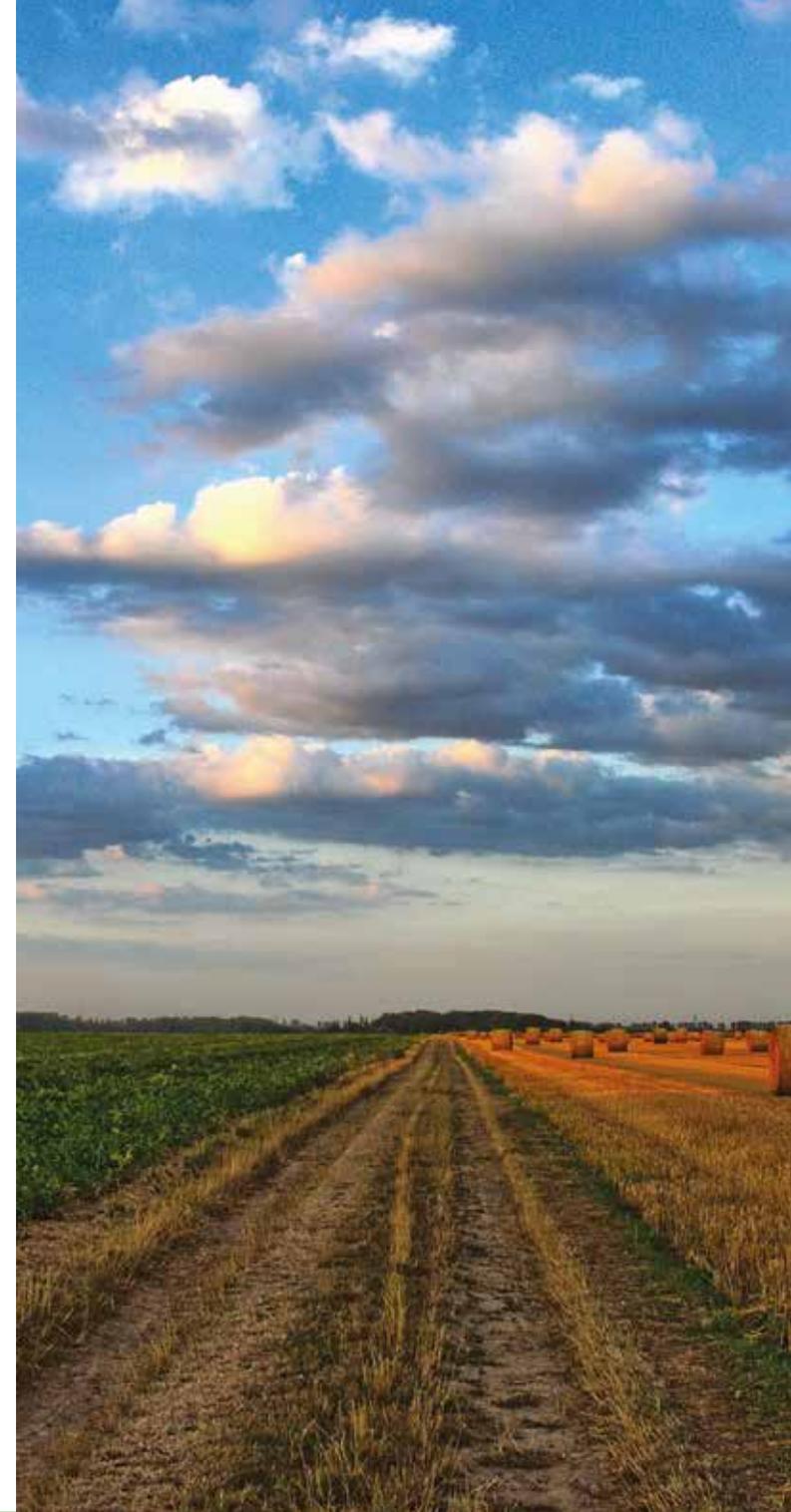
This year saw the merger of Seafood Holdings with Oliver Kay, Knight Meats, Rustic Cheese, Williams of Flint, and Henson Meats. Subsequently, the company Seafood Holdings has changed its name to Bidfresh.

The new company now employs 1,213 people across the country, of which 17.23% percent are women.

In the past years, we have been actively promoting women to positions of authority. This has been slowly re-balancing the ratio of women in the higher salary quartile. We have been campaigning to attract women to positions in the lower quartile with little success. To rectify this, we have been looking at the lower quartile roles and the barriers that those roles have for women candidates. This will result in role changes and a more focused campaign to attract women. We look forward to the results of this work.



Stephen Oswald
CEO



BIDFRESH: OUR GENDER PAY STATISTICS

In line with the UK government’s new Gender Pay Gap regulation, our findings and analysis show the following:

UNDERSTANDING OUR GENDER PAY GAP

17.23% of Bidfresh employees are women. The highest penetration of women is in the higher quartiles at 24.14%. As you move down the quartiles, this worsens to the lower quartile at 12.55%.

The mean hourly rate is 9.86% higher for women than men and the median hourly rate is 10.67% higher. This reflects the results from the salary quartiling below, that has the women employees skewed towards the higher quartiles.

The balance between men receiving bonus pay and not receiving bonus pay, compared to women, is even at men 49.15% and women at 52.15%.

The mean bonus pay for women is 19.99% higher than men but the median is 38.49% lower than men. This reflects the higher bonus pay paid to roles that attract less women.

The big challenge remains to attract more women to the business, with an emphasis on the roles in the lower quartiles.

Women’s hourly rate vs men’s hourly rate



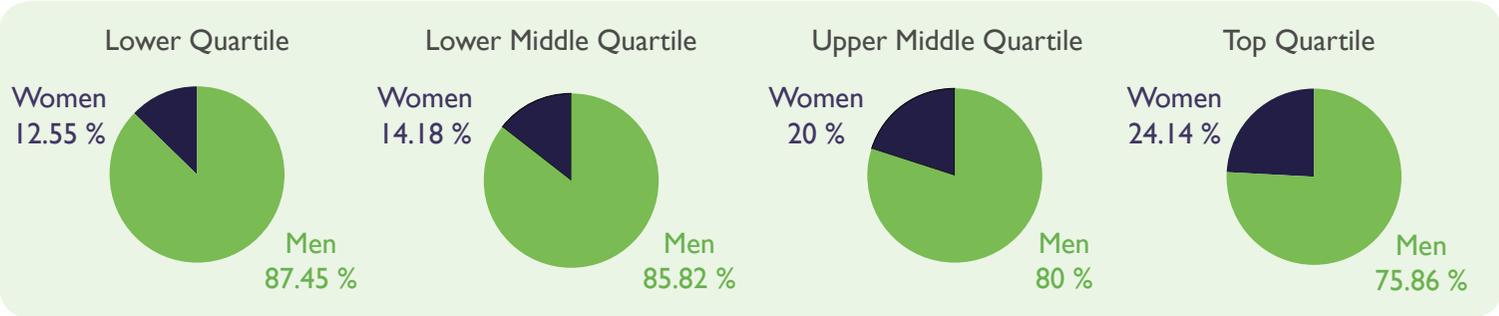
Women’s bonus pay vs men’s hourly rate



Who recieved bonus pay ?



PAY QUARTILES
How many men and women are in each quarter of the employee’s payroll ?





REDUCING THE GENDER PAY GAP

At Bidfresh, we are committed to attracting more women to our business. Our aim is to promote inclusion and diversity throughout our business, by focusing on delivering the following current and future initiatives:

- Talent manager programmes.
- Gender and diversity training.
- Enhanced flexibility at work through the implementation of distributed computing platforms.
- Role review to determine whether role descriptions or perceptions of roles discourage women applicants.

Declaration

I confirm that the information and data reported, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, are accurate.

Stephen Oswald
CEO

