

# 2025

## GENDER PAY GAP STATEMENT



**AMFRESH™**  
GROUP



## Next Frontier in Natural and Healthy Foods

AMFRESH is the UK's leading supplier of FRESH fruit. From varietal innovation to farming, sourcing, category planning, packaging and logistics, we deliver a seamless model that secures food resilience, quality and choice for UK consumers.

At AMFRESH, we want all colleagues to have the tools to fulfil their potential. We work hard to bring our values to life everyday, to create a fully inclusive workplace.

Whether a colleague is a new starter just starting their journey with us, or someone with many years of experience and service, we offer opportunities to grow and develop. We want to create a fully inclusive workplace.

We are committed to tracking the progress of colleagues, and throughout our UK companies, nurturing and developing talent remains a critical lever as we build for future success.

We also know that our business is enhanced when our workforce represents the diversity of our market, supply chain and wider society. We remain committed to creating a more balanced & inclusive workplace.

Our 'People Matters' workshop series for people managers, ensures that all of our managers are equipped with the knowledge they need to lead their teams to success, in an inclusive, transparent and encouraging way.



## 2025 GENDER PAY GAP STATEMENT

At AMFRESH we have a range of initiatives in place to champion gender diversity and equal reward, considering many aspects such as colleague ways of working, recruitment, retention, and career progression. We believe that this is first and foremost the right thing to do, but is also essential to our strategy delivery.

Our overall median gender pay gap in 2025 is 7% and our overall mean gender pay gap is 16%, compared to the UK median average of 8.3% and UK mean average of 12.3%.

We are pleased to report a median average below the national average. We continue to see a smaller pay gap in the lowest paid roles, with the mean average being impacted by the number of male colleagues in senior positions.

AMFRESH employs nearly twice as many males as females in the higher hourly rate quartile. This is the main factor that contributes to the mean differentiation in pay. AMFRESH remains committed to re-balancing this over time, which in turn will improve the mean and median gender pay gap.

Initiatives in 2025 included a focus on Women in Leadership, including numerous case studies and articles, as well as the launch of a podcast that saw female leaders from AMFRESH and the wider industry discussing ways to maximise career opportunities. AMFRESH also employed the services of Best Companies, to deploy a UK-wide engagement survey, open to all colleagues, to benchmark focus areas to drive further engagement.

We are committed to further narrowing our GPG through initiatives that support career progression and inclusive recruitment. We continue to review our pay and promotion processes to ensure fairness and transparency for all employees & gender balancing across selection processes. In 2026, we expect to increase our focus on providing the best platform possible to develop internally, and attract externally, the female leaders of tomorrow.

*Andrew West*

**Andrew West**  
UK HR Director  
AMFRESH

All companies with 250 or more employees are required to publish their gender pay gap information under legislation that came into force in April 2017.

Companies have to publish the gap in pay between men and women on both a median basis (the difference between the midpoints in the ranges of men's and women's hourly pay) and a mean basis (the difference between the average hourly pay between male and female staff). In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group.

Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses



## HOURLY PAY

Median

**7%**

Mean

**16%**

## BONUS GAP

Median

**10%**

Mean

**62%**

## PROPORTION OF COLLEAGUES RECEIVING A BONUS FOR 2024 / 2025

Female

**88%**

Male

**83%**

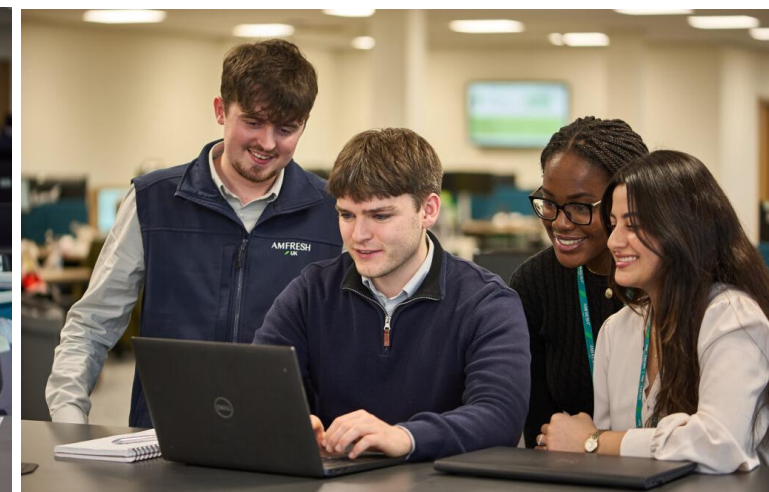
## GENDER PAY GAP STATEMENT

The data illustrates our median and mean gender pay gap at the snapshot date of 5th April 2025. The data covers both our full-time and part-time staff. There is no difference in pay rates for different genders carrying out equivalent roles.

Our gender pay gap in 2025 of 7% (median) is below the UK average of 12.3% (median). The proportion of male/female colleagues in receipt of a bonus in 2024/2025 was 83% of men and 88% of women.

Progress has been made in employing more females into senior roles during the reporting period, but overall AMFRESH continues to employ significantly more male colleagues in senior roles which command a performance related bonus, affecting the mean gender bonus gap.

The business units included within this analysis include all colleagues employed by AMFRESH UK Limited, AMFRESH Group UK Limited, AMK Fruit Services Peterborough, Avalon Fresh and AMFRESH Freshly Squeeze.



# GENDER DISTRIBUTION BY PAY QUARTILE

