



Gender Pay Gap Report 2018

Snapshot date	5 April 2018
Person responsible for employer's report	MARK WARING (FINANCE DIRECTOR)
Address	293 Blackgate Lane, Holmes Tarleton, Preston, Lancashire, United Kingdom, PR4 6JJ
Nature of business (SIC)	Agriculture Forestry and Fishing, Manufacturing
Employer Size	500 to 999 employees

Difference in hourly rate

Women's mean hourly rate is
19.28% lower
than men's

In other words when comparing mean hourly rates, women earn 81p for every £1 that men earn.

Women's median hourly rate is
20.28% lower
than men's

In other words when comparing median hourly rates, women earn 80p for every £1 that men earn.

About mean and median

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Proportion of women in each pay quartile

Top quartile (highest paid)



Upper middle quartile



Lower middle quartile



Lowest quartile (lowest paid)



■ women ■ men

About quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Who received bonus pay

No bonuses were paid.

We explain why

Huntapac Produce Limited is committed to equal pay opportunities for men and women. We are pleased to report an improvement in our gender pay gap over the previous 12 months, however we acknowledge that our gap is still above the national average.

In common with many other organisations there is a higher proportion of men employed in the senior roles, however we

actively encourage women to apply for these positions and provide support and flexibility where required.

Over 50% of our workforce is employed in roles which attract premium rates such as HGV drivers, farm operatives and maintenance engineers. These roles are predominately filled by men.

I confirm that this report data is accurate.

Mark Waring, Finance Director

March 31st 2019