

## Gender Pay Gap Report 2023

<b>Snapshot date</b>	31st January 2024
<b>Person responsible for employer's report</b>	Graham Bradburne (Director)
<b>Address</b>	293 Blackgate Lane, Holmes Tarleton, Preston, Lancashire, United Kingdom, PR4 6JJ
<b>Nature of business (SIC)</b>	Agriculture Forestry and Fishing, Manufacturing
<b>Employer Size</b>	250 to 499 employees

### Difference in hourly rate

Women's mean hourly rate is  
**21.7% lower**  
than men's

In other words when comparing mean hourly rates, women earn 78p for every £1 that men earn.

Women's median hourly rate is  
**19.8% lower**  
than men's

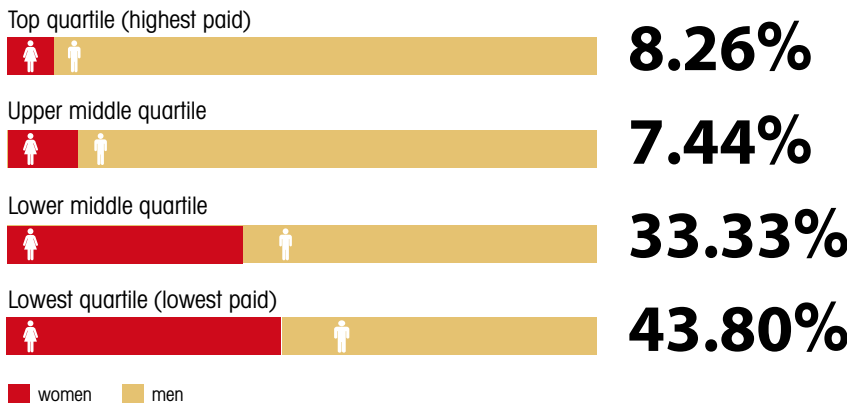
In other words when comparing median hourly rates, women earn 80p for every £1 that men earn.

#### 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



#### 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 continues to be committed to equal pay opportunities for men and women. Whilst we acknowledge that our gap is above the national average, there are a number of driving factors behind this.

A large proportion of our workforce is employed in roles which attract premium rates such as HGV drivers, farm operatives and maintenance engineers. These roles are predominantly filled by men.

We continue to review our recruitment policies, and whilst we strive to ensure we have an equal amount of female to male candidates for each role, we find very few female candidates applying for such roles.

With regards to senior positions within the business, these positions are always filled by those individuals we feel are most capable, regardless of gender. Whilst we acknowledge that there is a higher proportion of men employed in senior roles, we actively encourage women to apply for these positions and provide support and flexibility where required. Our % of women in the top quartile has increase year on year.

I confirm that this report data is accurate.

**Graham Bradburne, Director**

March 24th 2023