

Gender Pay Gap Report 2024

Snapshot Date	5th April 2024
Person Responsible For Employer's Report	Tonnia Park (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

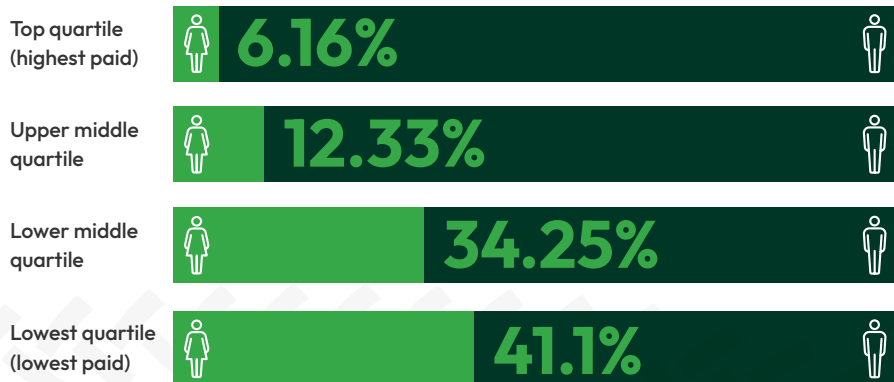
Women's mean hourly rate is
19% lower
than men's

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

Women's median hourly rate is
10.8% lower
than men's

In other words when comparing median hourly rates, women earn 89p for every £1 that men earn.

Proportion Of Women In Each Pay Quartile



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.

Late in 2024 the Board appointed a female Finance Director.

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).

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.

I confirm that this report data is accurate.



Tonnia Park
Finance Director

02/04/2024