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# Gender Pay Report 2019



*Making a real difference*





# Measuring the pay gap

Under the UK Government's Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are required to report their gender pay gap.

## What is the gender pay gap?

The gender pay gap is the difference in average hourly earnings between men and women across a company, irrespective of their position. The gender pay gap can be impacted by numerous factors, such as the proportion of men and women found at different levels within a business.

The gender pay gap is separate from equal pay. 'Equal pay' is about ensuring all workers receive the same level of pay for doing the same job or similar work of equal value, regardless of their gender.

## Median pay gap

The median represents the middle point of a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

## Mean pay gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.







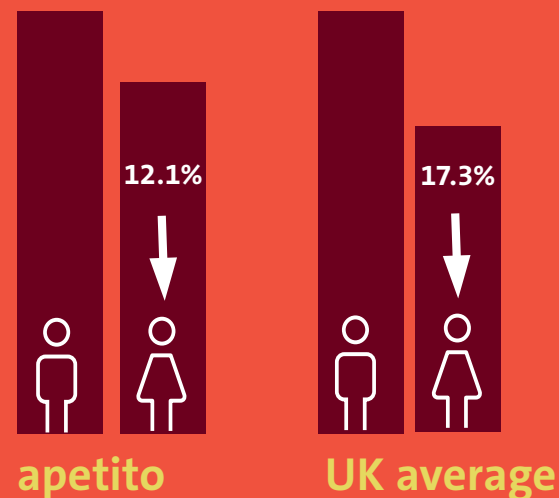
*"I have worked at apetito for nearly 5 years, starting in Wiltshire Farm Foods then moving to the Care Homes team where I progressed to National Account Manager. apetito have always supported my career development and offered me the same opportunities as my male colleagues."*

Sun Munro, Care Hoems National Account Manager

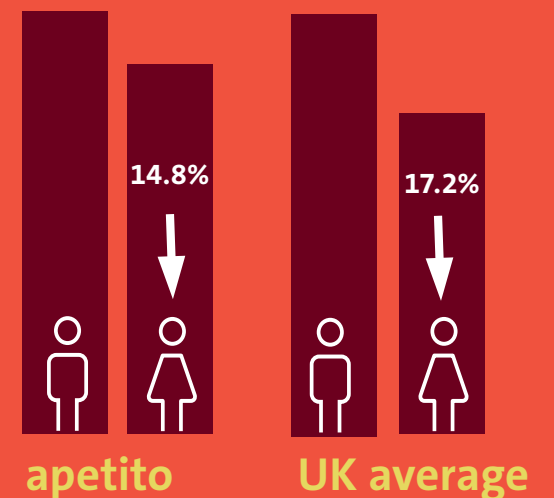
# apetito's Results

The following data shows our gender pay gap information at the snapshot date of 5th April 2019.

## Median gender pay gap



## Mean gender pay gap



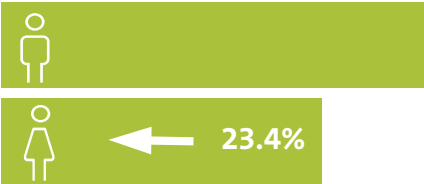


# Bonus pay gap

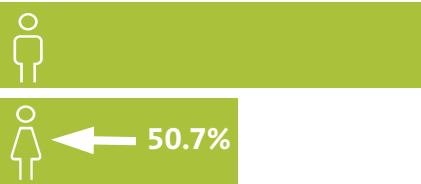
Percentage of staff receiving a bonus.



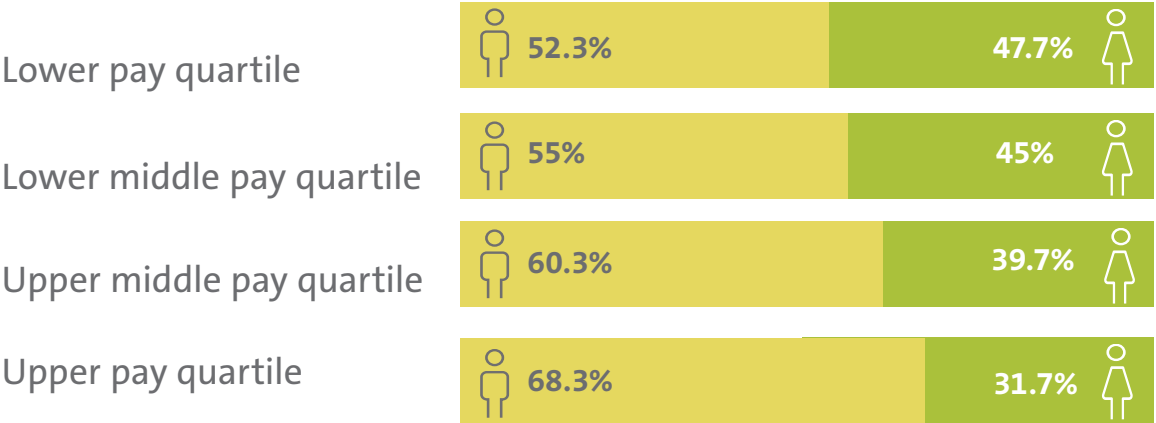
Median bonus gender pay gap



Mean bonus gender pay gap



Proportion of apetito employees from each gender, in each pay quartile.





# Declaration of accuracy

All the relevant gender pay reporting figures set out in the pages above have been calculated in accordance with the mechanisms that are set out in the gender pay gap reporting legislation.

I can confirm that the data contained within this report is accurate.



Paul Freeston

Chair & CEO, apetito UK & Canada

