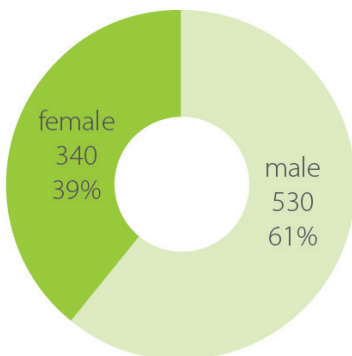


Gender Pay Gap Report 2018



Fresca Group Ltd is an investor and holding company operating in the fresh produce sector.

The information in this report is based on data taken as at 5th April 2018.

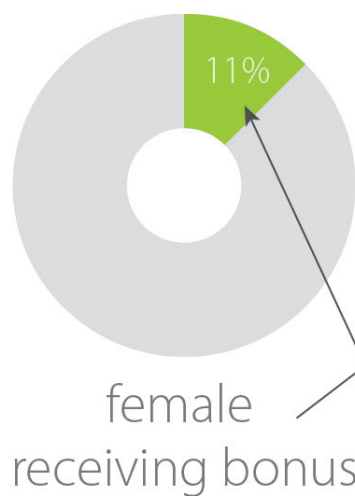
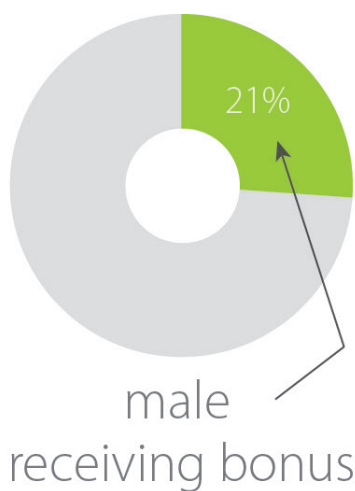


Within the wholly-owned companies of Fresca Group Ltd, 39% of the workforce is female.

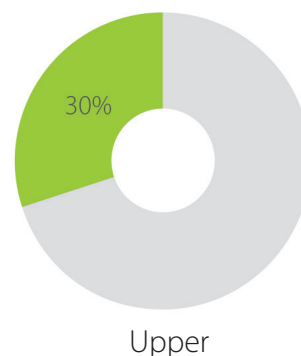
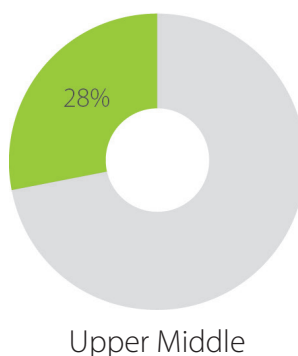
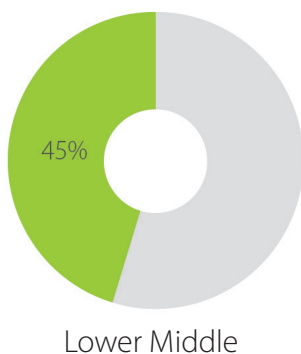
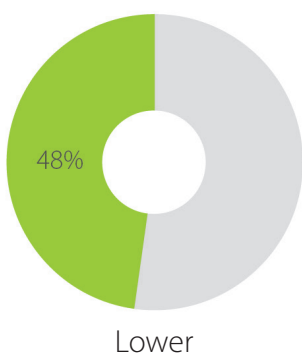
Pay and bonus gender gap

	mean	median
pay	24%	11%
bonus	74%	59%

Proportion of workforce receiving a bonus in the year



Proportion of females in each quartile pay band



Gender Pay Gap Report 2018 (continued)



Any company within Fresca Group Ltd that has a workforce exceeding 250 people must report its gender gap data separately. As at the reporting date of 5th April 2018, there was just one such qualifying business in our group, M&W Mack Ltd with 477 employees.

The below table summarises the gender gap reporting for Fresca Group Limited and for M&W Mack Limited.

	Fresca Group Limited		M&W Mack Limited	
Mean gender pay gap	24%		11%	
Median gender pay gap	11%		16%	
Mean gender bonus gap	74%		52%	
Median gender bonus gap	59%		47%	
	Males	Females	Males	Females
Proportion of males and females receiving a bonus	21%	11%	23%	13%
Proportion of males and females in lower pay quartile	52%	48%	51%	49%
Proportion of males and females in lower middle pay quartile	55%	45%	67%	33%
Proportion of males and females in upper middle pay quartile	72%	28%	77%	23%
Proportion of males and females in upper pay quartile	70%	30%	75%	25%

I confirm that the data reported above is accurate.

A handwritten signature in black ink that reads "I. A. Craig". The signature is written in a cursive style with a large, sweeping underline.

Ian Craig,
Chief Executive