

# Orchard House Foods Gender Pay Gap Report 2020

Orchard House Foods operates within the UK and is wholly owned by private equity group Elaghmore. Orchard House Foods is the UK's largest fresh fruit and fresh drinks manufacturer and our vision is to lead the fresh fruit categories and to make it easier for everyone to lead a healthy, balanced lifestyle.

We have fantastic teams based at our sites in Corby and Gateshead. Without our employees we would not be able to make great quality, exciting products for our customer and consumers. It is important to us that our culture equally values the contribution made by everyone across the business.

We reward our team based on performance and contribution and we work hard to ensure consistency, equality and responsibility in all our people decisions.

Overall, the gender pay gap in Orchard House Foods is currently 6.90%, a reduction on last year's figure. The gap that does exist is not caused by women and men being paid differently for the same role, rather it is a result of more men than women holding more senior roles in some areas of the business.

We are not complacent, and are committed to closing the gap over the coming years whilst ensuring we continue to attract and develop the best talent for our business.

Louise Cull



Head of HR  
Orchard House Foods

Alex Tompkins



Managing Director  
Orchard House Foods

# Our Gender Pay Statistics

	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	6.90%	2.63%
Bonus Pay Gap	42.60%	0%

## Gender Bonus Pay



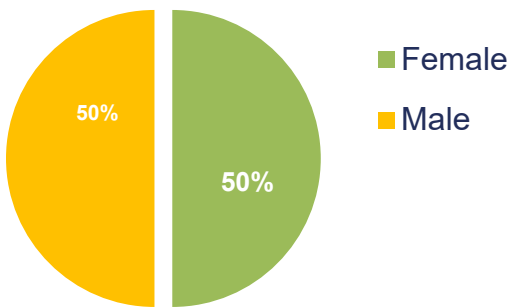
84.7% of women received a bonus



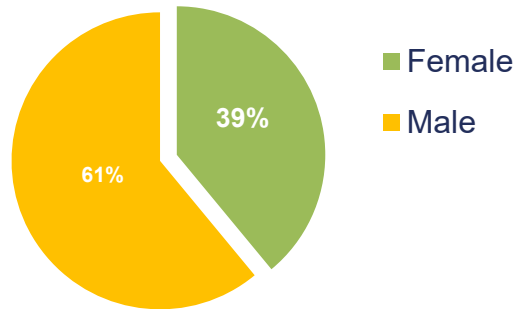
84.% of men received a bonus

## Salary Quartile by Gender

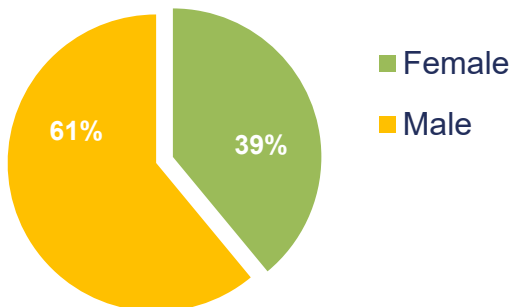
Lower



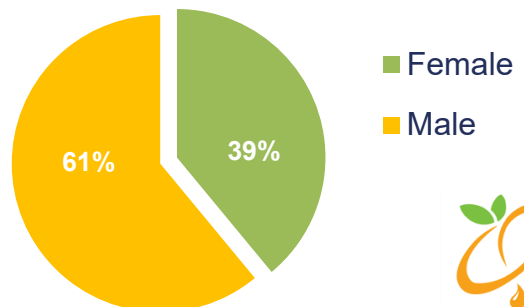
Lower Middle



Upper Middle



Upper



# Gender Pay Statistics for Orchard House Foods

	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Orchard House Foods Limited	6.90	2.63	42.60	0

	Proportion of men/women in Lower quartile pay band (M%/F%)	Proportion of men/women in Lower middle quartile pay band (M%/F%)	Proportion of men/women in Upper middle quartile pay band (M%/F%)	Proportion of men/women in Upper quartile pay band (M%/F%)	Proportion of employees receiving bonus (M%/F%)
Orchard House Foods Limited	50 / 50	61 / 39	61 / 39	61 / 39	84 / 85