

freshtime

2019 Gender Pay Report



Freshtime's acquisition by Greencore Group

On 3 September 2019 Greencore Group plc announced the completion of the acquisition of Freshtime. As this was after the Snapshot Date of 5 April 2019, Greencore Group plc is reporting the 2019 Gender Pay Gap figures on behalf of Freshtime. Freshtime colleagues will be incorporated into the Greencore Group plc Gender Pay Gap Report for 2020.

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 (UK), (the "Regulations"), all Greencore entities in the UK employing 250 or more employees must publish a report detailing the relevant gender pay gap, this is known as the "Gender Pay Gap Report". For this year the information contained within the Gender Pay Gap Report is based on information as at 5 April 2019, which is known as the "Snapshot Date".

In that regard, we are pleased to present our 2019 Gender Pay Gap Report for Freshtime.



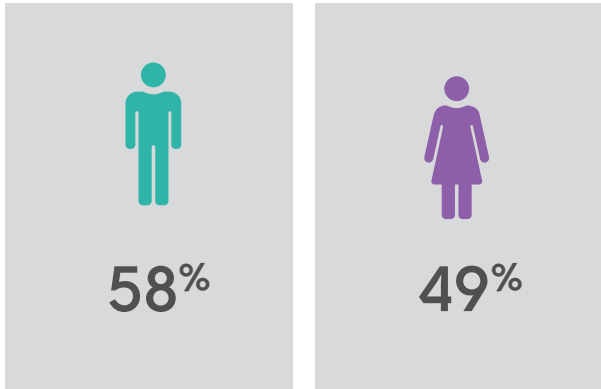
Mean Gender Pay Gap



Median Gender Pay Gap



Proportion Receiving Bonus



Mean Bonus Pay Gap



Median Bonus Pay Gap



Proportion per Quartile Band

	Q1	Q2	Q3	Q4
Male	58	71	67	77
Female	54	41	45	34
Male	52%	63%	60%	69%
Female	48%	37%	40%	31%

Declaration

We confirm that the information and data reporting is accurate as at the Snapshot Date of 5 April 2019.

Eoin Tonge

Group Chief Financial Officer and Director of
Freshtime UK Limited (at the time of publication).

Guy Dullage

Greencore Group plc
Chief People Officer

The logo for Freshtime, featuring the word "freshtime" in a white, lowercase, sans-serif font with a stylized 'f' and 't'.