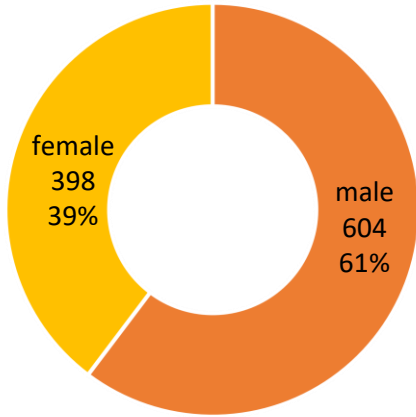


Gender Pay Gap Report 2020

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



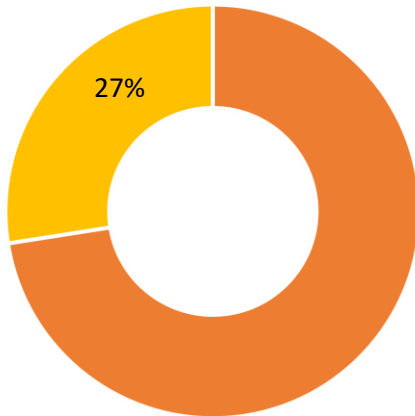
The information in this report is based on data taken as at 5th April 2020.



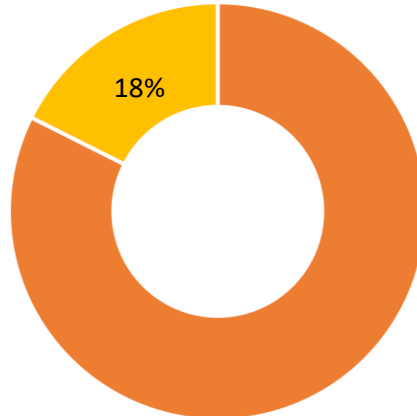
Within the wholly-owned companies of Fresca Group, 41% of the workforce is female.

| | Mean | Median |
|-------|------|--------|
| Pay | 24% | 9% |
| Bonus | 78% | 67% |

Proportion of workforce receiving a bonus in the year

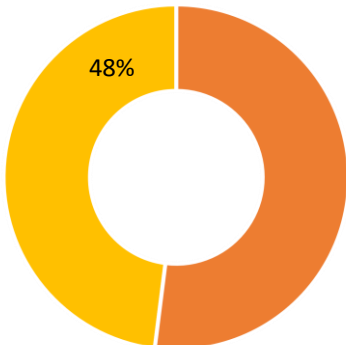


Male receiving bonus

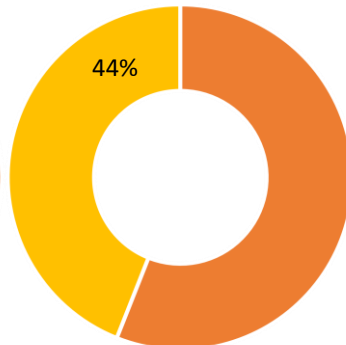


Female receiving bonus

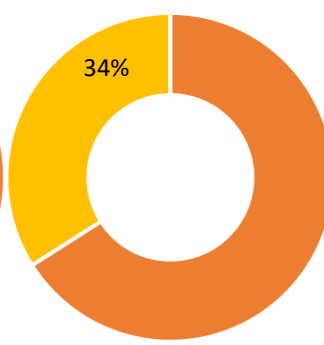
Proportion of females in each quartile pay band



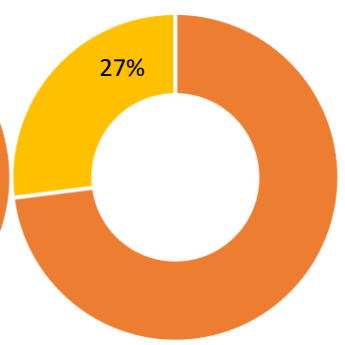
Lower



Lower Middle



Upper Middle



Upper

Gender Pay Gap Report 2020



Any company within Fresca Group that has a workforce exceeding 250 people must report its gender pay gap data separately. As at the reporting date of 5th April 2020, there were two such qualifying businesses in our group:

M&W Mack Ltd with 270 employees

Primafruit Ltd with 384 employees

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

| | Fresca Group | | M&W Mack Limited | | Primafruit Limited | |
|--|--------------|---------|------------------|---------|--------------------|---------|
| | Males | Females | Males | Females | Males | Females |
| Mean gender pay gap | 24% | | 19% | | 18% | |
| Median gender pay gap | 9% | | 13% | | 2% | |
| Mean gender bonus gap | 78% | | 65% | | 88% | |
| Median gender bonus gap | 67% | | 50% | | 91% | |
| Proportion of males and females receiving a bonus | 27% | 18% | 57% | 36% | 17% | 19% |
| Proportion of males and females in lower pay quartile | 52% | 48% | 53% | 47% | 49% | 51% |
| Proportion of males and females in lower middle pay quartile | 56% | 44% | 58% | 42% | 54% | 46% |
| Proportion of males and females in upper middle pay quartile | 66% | 34% | 80% | 20% | 68% | 32% |
| Proportion of males and females in upper pay quartile | 73% | 27% | 77% | 23% | 59% | 41% |

I confirm that the data reported above is accurate.

Martyn Fletcher
Chief Executive Officer