

# OUR 2017 GENDER PAY GAP REPORT

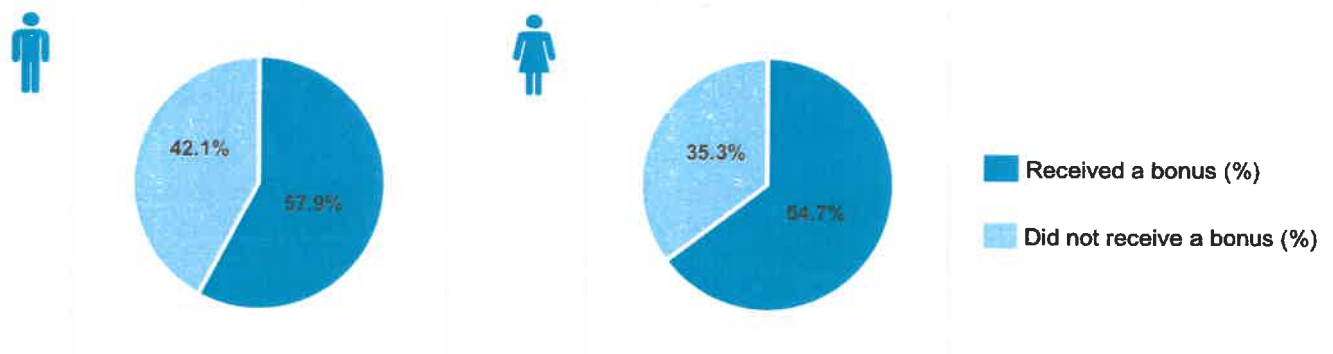
We are committed to respecting and embracing diversity in the workplace and to reducing our gender pay gap

## Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	13.4%	0%
Bonus paid	12.1%	13.9%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2017). It also captures the mean and median difference between bonuses paid to male and female employees of R&R Ice Cream UK Limited in the year up to 5 April 2017 i.e. for the 2016 performance year.

## Proportion of colleagues awarded a bonus for 2016

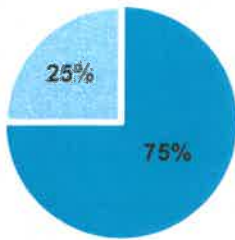


This shows a 6.8% difference between the number of men and women being paid a bonus for their performance in 2016, with a **higher** percentage of female employees receiving a bonus.

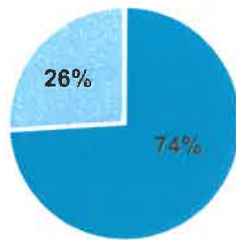
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## Pay Quartiles

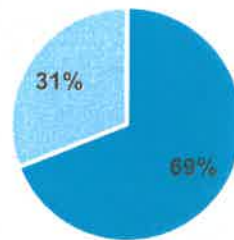
Lowest



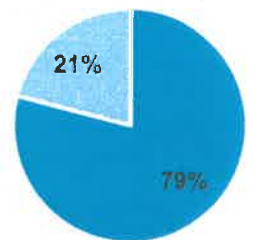
Quartile 2



Quartile 3



Highest



The above image illustrates the gender distribution at R&R Ice Cream UK Limited across four equally sized quartiles, each containing just over 240 colleagues.

## Looking ahead

We are encouraged by the Company's relatively low gender pay gap figures, in particular the 0% median pay gap and especially in comparison to the UK average. We are confident of reducing the negligible mean pay gap and bonus pay gaps in future years.

The calculations reveal a consistently high distribution of male employees across all four equally sized quartiles. This is caused by a predominantly male workforce (74%) that is typical of the manufacturing industry.

We are confident that men and women are paid equally for doing work of the same or equal value across our business but do aim to put measures in place to encourage more women to apply for, and work at, Froneri to increase female representation and create a greater gender balance (especially in the company's more senior roles) which we believe will further reduce the Company's gender pay gap.


I confirm the data reported is accurate.

Name: Mike Fraine

Title: Head of UK & Ireland

Signature:

Date:



19/3/18