



Westfalia Fruit UK – Gender Pay Gap Statement

At Westfalia Fruit UK, we are proud to share our first Gender Pay Gap Report for the snapshot date of **5 April 2025**, published in accordance the annual government requirements.

We are committed to building a fair and inclusive workplace where everyone has the opportunity to thrive, regardless of gender. We benchmark salaries and hourly rates across the fresh produce and wider food and drink industry to ensure we remain competitive and equitable.

Our Workforce

As of 5 April 2025, Westfalia Fruit UK employed **258 people**:

- **137 male colleagues**
- **121 female colleagues**

The information we are required to publish is detailed below:

Hourly Pay Gap:

- **Mean Gender Pay Gap:** 6.32%
- **Median Gender Pay Gap:** 2.36%

Bonus Proportion of who received a bonus:

- **Mean Bonus Gap:** 41.35%
- **Median Bonus Gap:** 31.25%
- **Proportion of Men Receiving a Bonus:** 86.86%
- **Proportion of Women Receiving a Bonus:** 88.43%

Pay Quartile Representation

Quartile	Male	Female
Upper	57.81%	42.19%
Upper Middle	51.56%	48.44%
Lower Middle	48.44%	51.56%
Lower	53.97%	46.03%

We confirm that the information reported is accurate and in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017