



## Gender Pay Gap Report April 2024

As part of our commitment to pay transparency, we are publishing our gender pay gap data in accordance with UK legislation with regards to our 256 colleagues here at Proper Cornish Ltd, in Bodmin, Cornwall, UK.

- Mean Gender Pay Gap: 11.8%
- Median Gender Pay Gap: 4.8%
- Mean Bonus Pay Gap: 73%
- Median Bonus Pay Gap: -26.3%
- Bonus Received (Men): 4.5%
- Bonus Received (Women): 1%
- Quartile pay bands:

Proportion:	M	F
Upper Quartile	66%	34%
Upper Middle Quartile	64%	36%
Lower Middle Quartile	49%	51%
Lower Quartile	50%	50%

We acknowledge that addressing the gender pay gap is an ongoing priority. While various factors influence our gap, we remain committed to taking meaningful action. This includes enhancing career progression opportunities for women within our Management Team and refining our recruitment processes to attract more women into the Food Manufacturing industry and into leadership roles within our business.

Signed by:

Paul Saunders  
Managing Director

