



Avara Foods Gender Pay Gap

April 2026

As of 5th April 2025.

Avara Foods was formed as a joint venture between Cargill and Faccenda in 2018 and comprises three legal entities that employ the workforce: Faccenda Foods Ltd, Freemans of Newent Ltd and, following a business restructure in 2022, Avara Foods Ltd.

The published gender pay gap below is a direct comparison of average and median earning of men and women at Avara Foods and its subsidiary businesses. It does not take into account role, length of service, qualifications or overtime, and only includes individuals employed on the snapshot date of 5th April 2025, receiving usual full basic pay, as well as those receiving less than full pay due to reasons other than leave.

The gender pay gap reported below is largely a result of the way in which females are represented across the different quartiles, rather than through pay inequality, with the 2025 data skewed towards a higher representation of women in the lower wage bandings. This is not however indicative of unequal pay, where female colleagues are paid less than their male counterparts in similar positions. The majority of roles within our business are at fixed rates, which are identical regardless of individual characteristics, such as age or gender. The reduction in this year's mean gender pay gap is broadly in line with the consistent reductions we've delivered over a number of years, and is due in part, to a significant increase in female representation in the upper middle and upper quartiles in 2025.

We continue to take action to reduce the gender pay gap, with particular focus on removing barriers that might prevent women from joining or progressing within Avara. Our long average length of service, the historical over-representation of men within our sector, and relatively low turnover at the higher grades means that closing the pay gap will not be immediate, and progress will be gradual, but we are encouraged by the results, and the consistent progress we've maintained. This progress compliments our broader commitment to inclusivity, where we have worked hard to create an environment where people feel included and are treated fairly, regardless of gender, age, ethnicity or background. Later this year, we'll be sharing further details about the work we've been doing on this and the progress we've made.

Gender Pay Gap			
Full pay relevant employees:			
M	3154	64.2%	
F	1759	35.8%	
Total	5260	100.00%	
Quartile	F	M	
Lower	47.1%	52.9%	
Lower Middle	37.1%	62.9%	
Upper Middle	36.0%	64.0%	
Upper	23.0%	77.0%	
Grand Total	35.8%	64.2%	
Male Mean Pay	£16.21		
Female Mean Pay	£14.94		Mean Gender Pay Gap 7.8%
Male Median Pay	£14.38		
Female Median Pay	£14.00		Median Gender Pay Gap 2.6%

Gender Bonus Gap			
Male Mean Bonus	£1,017.45		
Female Mean Bonus	£650.92		Mean Bonus Gender Pay Gap 36.0%
Male Median Bonus	£400.00		
Female Median Bonus	£400.00		Median Bonus Gender Pay Gap 0.00%
Proportion of Males with Bonus	10.6%		
Proportion of Females with Bonus	8.4%		