

03 April 2018

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GENDER PAY GAP STATEMENT

Selecta U.K. Ltd is an employer required by law to carry out annual Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information Regulations 2017). We value fairness, equality and inclusion within our workforce and are committed to reducing our gender pay gap.

This statement refers to employee information from our HR and payroll records at the snapshot date of 05 April 2017. Our reported figures have been reached in accordance with the methodology set out in the Gender Pay Gap Reporting legislation and will remain published on our website for a period of 3 years.

Gender Pay Gap Results

- 10% difference in the mean pay of full-pay men and women;
- 8% difference in the median pay of full-pay men and women;
- 27% difference in mean bonus pay of men and women;
- 0% difference in median bonus pay of men and women;
- the proportion of men who received bonus pay is 52%;
- the proportion of women who received bonus pay is 59%; and
- the proportion of full-pay men and women in each of the four quartile pay bands is shown in the table below.

Quartile	Men	Women
Upper	70%	30%
Upper Middle	70%	30%
Lower Middle	60%	40%
Lower	54%	46%

Context and Measures

We are pleased to observe that the 8% difference in the median pay of our full-pay men and women compares favourably to the 9.1% provisional national headline measure for 2017 reported in the Annual Survey of Hours and Earnings (Office for National Statistics). However, we are committed to ongoing improvements in our pay practices from which further reductions in the gender pay gap are anticipated.

In 2017, Selecta acquired Pelican Rouge Coffee Solutions merging the UK companies in November of the same year. Therefore, our published results are calculated from the combined employee information of both companies at the snapshot date and at which time independent pay policies were being practiced.

As part of the continuing business integration plans, Selecta has engaged a Reward and Benefits expert in 2018 with the purpose of aligning pay policy and practices across the European group of companies. It is anticipated that this will further reduce the gender pay gap in the medium term (3 to 5 Years).

Whilst the proportion of men to women in the middle to upper quartile pay bands is significantly greater, Selecta does operate an equal opportunities policy and takes a proactive approach to develop and progress employees from within.

We will continue to strive to improve our gender gap and will publish the results again in April 2019.



Wes Mulligan
Managing Director