



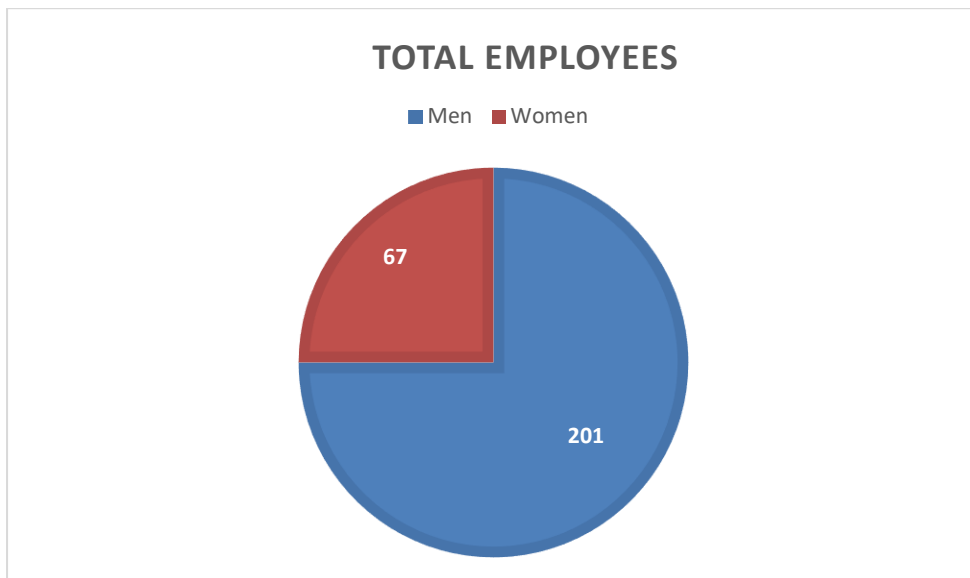
Gender Pay Reporting 2017

From humble beginnings Fridays Ltd has grown organically to become one of the three biggest Egg producers and packers in the country. Originally supplying just shell eggs to all of the major multiple retailers and the largest food service companies nationwide.

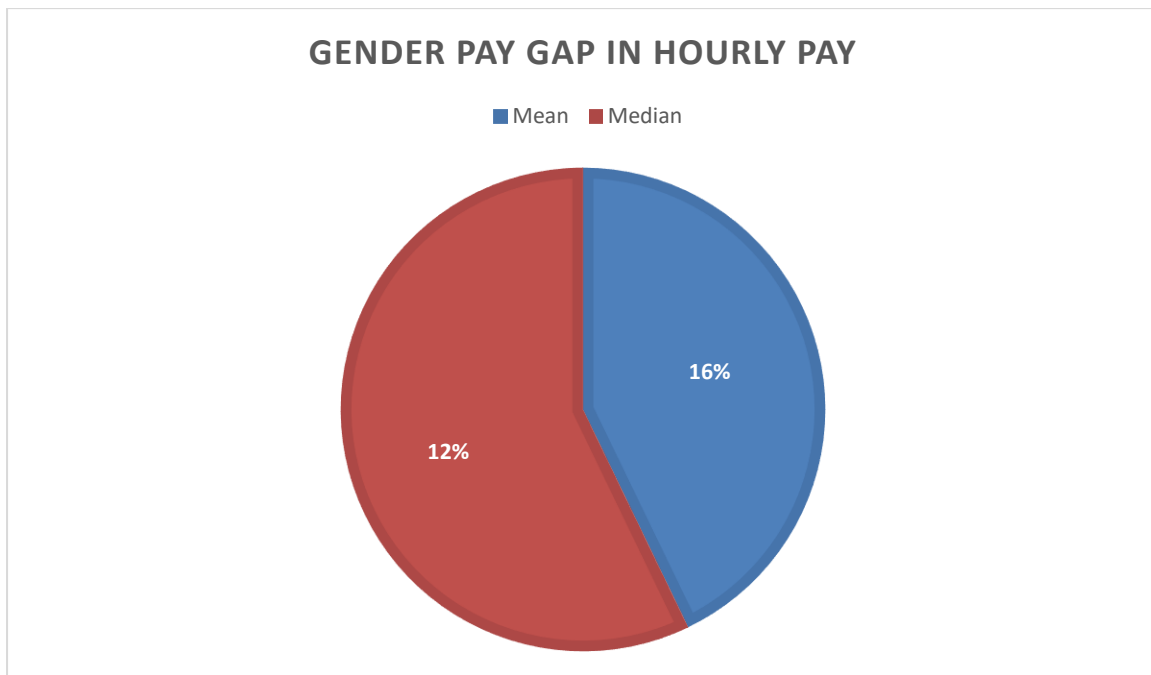
Fridays expanded during the 1970s to supply boiled eggs and egg products to a value-added egg market in its infancy.

The late nineties saw the launch of a thriving chilled products division, this division accounts for 25% of our turnover, with a recent investment to accommodate a growing demand from a core market of sandwich bars and chilled distributors. To this day we remain an independent, family business.

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing personal individual data.



The hourly gender pay gap contained in this Report was calculated as at 5th April 2017 and bonus data from bonuses paid in the 12 months prior to that date. On 5th April 2017, Fridays Ltd, employed 268 people of whom 201 were male and 67 were female.



Definitions:

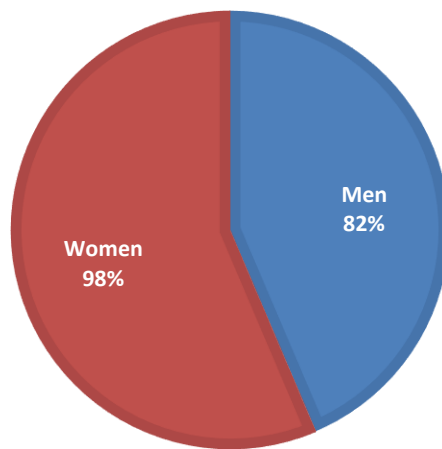
Unlike equal pay data, which considers the differences in pay between men and women carrying out similar jobs or work of equal value, the gender pay gap is a measure of the difference in the average earnings of men and women across the company as a whole, irrespective of role. Positive gender pay gap figures denote higher male earnings, while negative figures denote higher female earnings.

Mean figure (the difference between the average of men's and women's pay)

Median figure (the difference between the midpoints in the ranges of men's and women's pay)

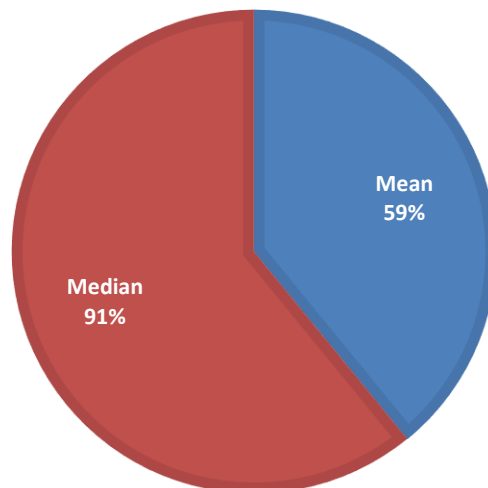
PROPORTION OF MALES & FEMALES RECEIVING A BONUS

■ Men ■ Women



GENDER PAY GAP IN BONUS PAY

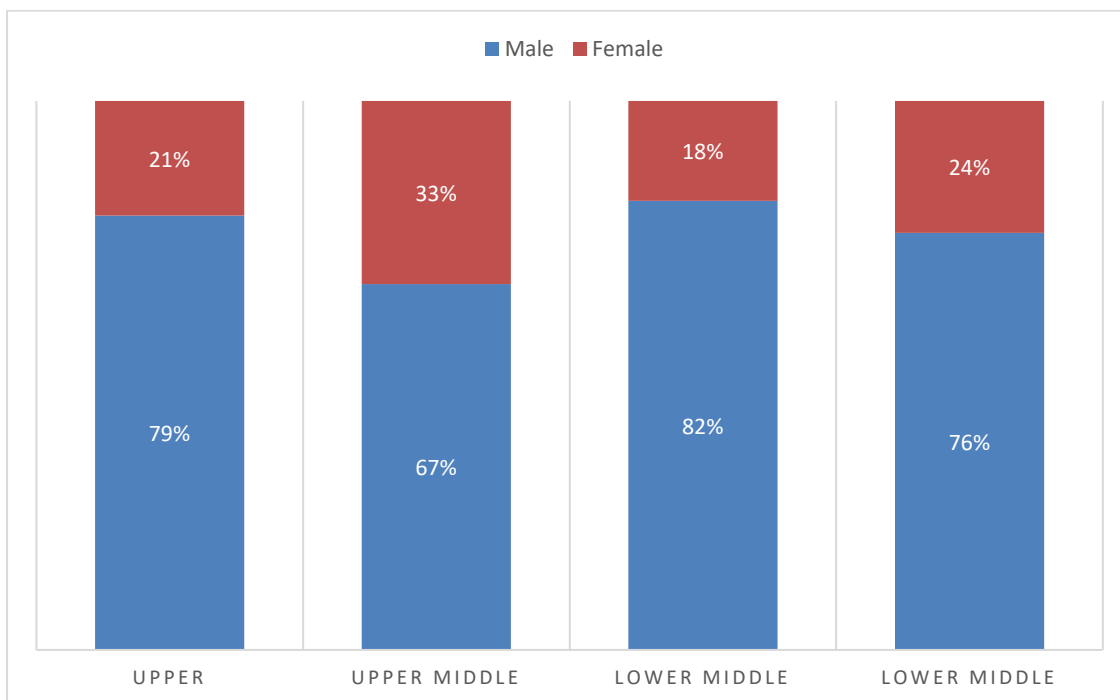
■ Mean ■ Median





Proportion of males and females in each pay quartile (%)

Below calculations on our organisation figures to show the proportion of male and female full-pay relevant employees in four pay bands.



Statement:

The data contained in this Report, has been calculated using the mechanisms set out in the gender pay gap reporting legislation, in line with mandatory requirements, and is accurate at the time of publishing.