



UK GENDER PAY GAP REPORT REPORTING PERIOD DATE APRIL 2023

Introduction

This report details the gender pay gap reporting requirements covered under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations require companies with more than 250 employees to publish information on their gender pay gap.

A gender pay gap is the difference between the average pay of all men in a company and the average pay of all women in a company regardless of the work role they undertake. An important element of AFE Group's inclusive culture is ensuring all our policies and procedures are fair for all employees, including checking for pay gaps.

We are confident that men and women are paid equally for doing equivalent jobs. We do have a pay gap but this results from the proportion of employees undertaking senior roles rather than reflecting an inherent inequality in our remuneration arrangements.

Our Organisation and Business Structure

The AFE Group Ltd is recognised as a leading international business specializing in the innovative design, manufacture and service support of professional cooking, bakery and refrigeration equipment for the global food service market. We operate from fifteen locations worldwide, including eight in the UK, together with operations based in France, UAE, China, and Australia.

AFE Group Ltd is organised into five autonomous business units trading under the business and brand names of: -

Brand	Business Activity	Web Site
Williams Refrigeration	Refrigeration equipment	www.williams-refrigeration.com
Falcon Foodservice Equipment	Commercial cooking and catering equipment	www.falconfoodservice.com
Mono Equipment	Bakery Equipment	www.monoequip.com
Millers Vanguard	Maintenance and service of food retail and foodservice equipment	www.millersvanguard.co.uk
Serviceline	Maintenance and service of foodservice equipment	www.service-line.co.uk



This report covers gender pay gap reporting for the UK based entities.

AFE Group Gender Pay Gap Results

AFE Group's gender pay results are calculated for 1,099 colleagues working for our five business units (April 2022:1,100).

In 2023 our mean pay gap for all UK employees has moved from 11.55% to 9.95%. Our median bonus gap is -10.89% in 2023, down from 0% in 2022. We undertake ongoing reviews of performance management targets and bonus scheme arrangements in order to meet the business objectives set by our shareholders.

Key Reporting Data

Employees at snapshot date:	
 910	 189
Gender Balance	
83%	17%

Base Pay:

	% gap 2023	% gap 2022
Mean	9.95%	11.55%
Median	8.57%	9.69%

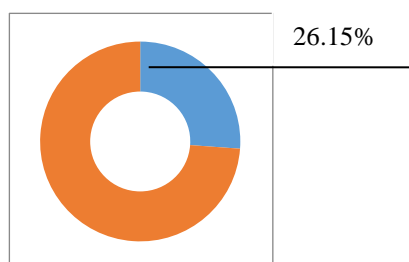
Quartiles	Male	Female
Lower	80.38%	19.62%
Lower Middle	81.92%	18.08%
Upper Middle	84.23%	15.77%
Upper	88.85%	11.15%

Bonus:

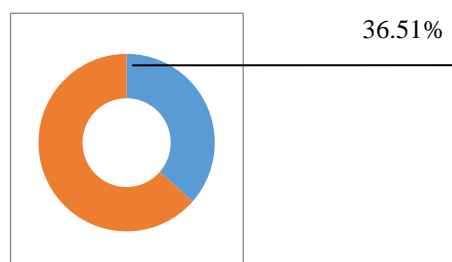
	% gap 2023	% gap 2022
Mean	49.30%	49.55%
Median	-10.89%	0%

Percentage in receipt of bonus

Male



Female



Key Findings

- Pay**

There remains an 83% male and 17% female gender distribution in our organisation. The lower representation of female employees is typical of a manufacturing and field service organisation where a higher proportion of males hold mechanical, engineering, field service and technical roles.

Senior leadership positions are in general higher paying roles attracting higher levels of participation in bonus and incentive reward plans. Women hold 15% of our senior executive leadership roles.

We have pay structures in place which ensure roles at equivalent levels are paid equally irrespective of gender. The overall mean average pay gap for AFE Group is 9.95% and median is 8.57%.

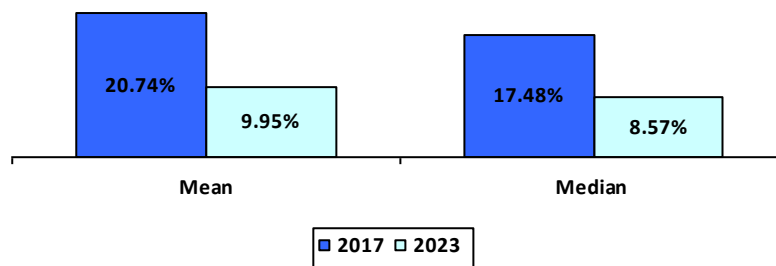
Our long-term trend points to towards a progressive reduction in our mean and median pay gap since we commenced reporting in 2017.

- **Bonus**

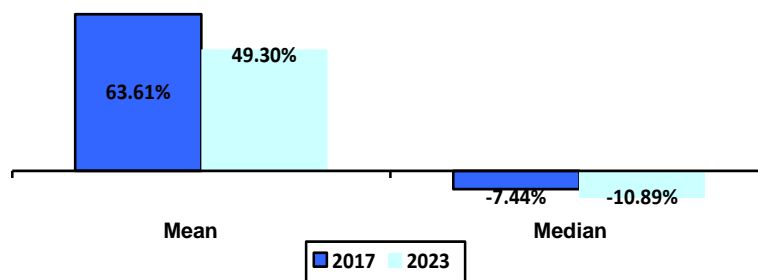
The overall mean bonus pay gap is 49.30% and median is -10.89%. There are a variety of bonus arrangements in place across the business units with conditions typically based on individual attendance, performance, and business success. Types of bonus arrangement include management, staff, sales, attendance, and long service award plans. Eligibility to the respective bonus plans is linked to the position held; ensuring the application of bonus is free from gender bias. We regularly review bonus arrangements and their application against the business key performance measures, economic and trading environment. As with pay we believe the application of bonus awards are free from gender bias.

Comparative Gender Pay Gap Results 2017 – 2023

1. Base Pay Difference Between Women and Men



2. Bonus Difference Between Women and Men



Our Mean pay gap has reduced from 20.74% in 2017 to 9.95 % in 2023. In 2017 our median pay gap was 17.48% and this has reduced to 8.57% in 2023.

We have seen our mean bonus gap reduce from 63.61% to 49.55% whilst the median is now -10.89% in 2023.

Addressing the Gap

As an organisation we are committed to diversity and equality and will continue to address the gaps ensuring policies, practices and processes are fair and free from bias.

We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently. We believe it is a result of the types of roles males and females are doing in our business. This is consistent with the reported pattern seen across our industry as a whole.

A diverse and talented workforce is fundamental to the success of our company. We aim to attract, develop and retain the best person for the roles we seek to employ, and ensure that fair and equal pay is awarded reflective of the job role.

Each divisional Managing Director is accountable for the ensuring an inclusive culture that embraces fairness and respect for all employees. In support of these objectives each business unit can call upon a number of resources that seek to offer positive support in recognising the needs of both male and female colleagues. These include: -

- Flexible working policies
- Employee assistance, health and well being programmes to build upon inclusion, understanding and tackling unconscious bias.
- Training and development to encourage career progression.
- Regular evaluation and review of work roles and job grades

Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

A handwritten signature in black ink, appearing to read 'T.S. Smith', written over a faint, light-colored grid background.

T.S. Smith
Chief Executive Officer
AFE Group Ltd