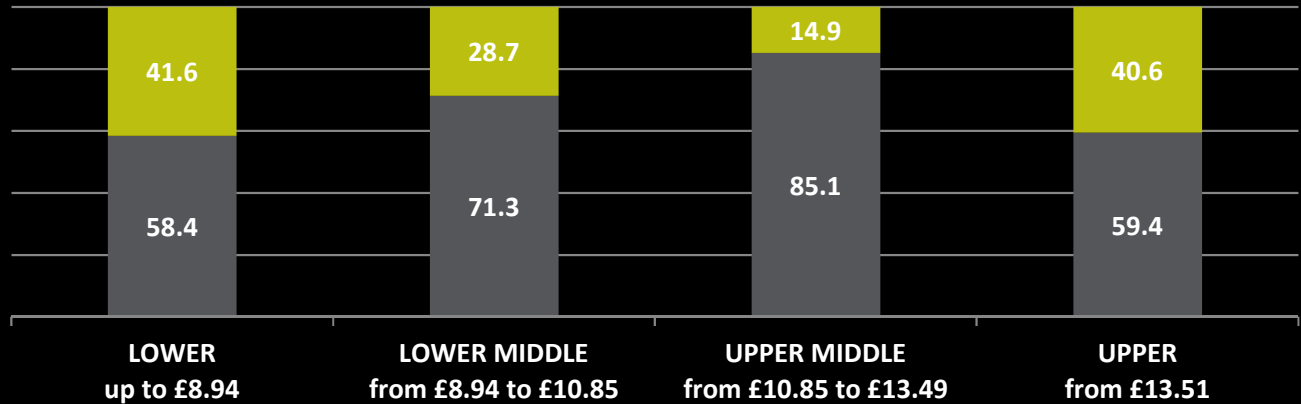


ENTIER LTD GENDER PAY GAP REPORT 2017

Hourly Gender Pay Difference – Mean	Hourly Gender Pay Difference – Median
10.4%	7.6%



Entier are proud to be a Leading Employer in developing our people and offering credible career paths for our young people through our established Modern Apprentices Programme, 'Fresh Olives', and our Gender Pay Gap results are testament to that.

With an impressive retention rate of 98%, and one of the first companies in our Sector to pay Living Wage across our business, we have received external recognition as an Employer of Choice by several external bodies. This recognition has come through our various Awards commending us as good Employers including;

- Great Company Award – Large' - SPE Aberdeen Offshore Achievement Awards (OAA)
- Best Employer of the Year 2017 – Scotland Food & Drink Excellence awards
- Exemplary Employer of the Year 2017 – cHeRries Awards
- Best Employer 2016 Press and Journal Awards
- Queens Award for Enterprise 2016

In addition to our awards, Entier was the first Company in the North East of Scotland to have achieved both Investors in People (IiP) accreditation to highest level of Platinum and Investors in Young People (IiYP) at the highest level of Gold.

These are frameworks for employers seeking to demonstrate excellence in recruiting, retaining and developing people and proving a commitment to developing young people and which mirror the Values that are so important, and key to our continuing growth, at Entier.

Our industry-first, award winning Fresh Olives Apprenticeship programme is a perfect example of how we offer an equal opportunity work environment with credible career paths to our local young people where we have **zero gender gap**.

BONUS PAY GAP

Mean 5.6%
Median 0%

18.1% of MEN received a bonus
6.3% of WOMEN received a bonus

