



Gender Pay Report 2020

The gender pay gap is the difference in average earnings between all men and women in an organisation, regardless of their job roles. It is a series of calculations which is set out of by government.

Equal pay is different from the gender pay gap. Equal pay is to ensure men and women are paid equally for doing the same or similar roles, or work of equal value. The way the government has asked companies to report means that there may still be a gender pay gap even when pay is equal.

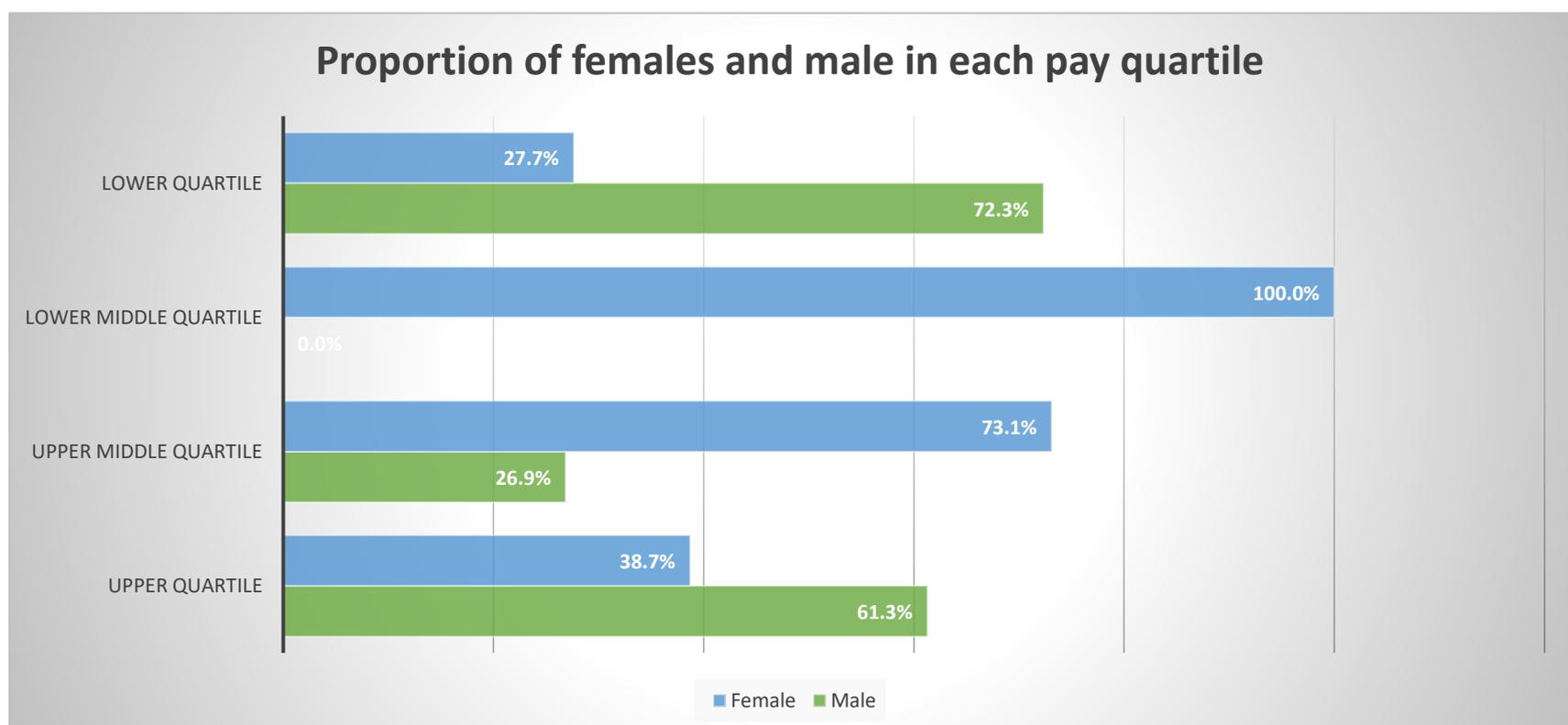
We are committed to providing equality of opportunity. We want to enable all of our staff to achieve and succeed irrespective of their gender, race, religion, age, sexual orientation or disability. Our policy is to pay all of our staff according to their roles and responsibilities, not based on their gender.

Our report is for 5th April 2020

Pay Quartiles

The pay quartiles show the gender distribution across four equally sized quartiles, each one containing around 97 employees.

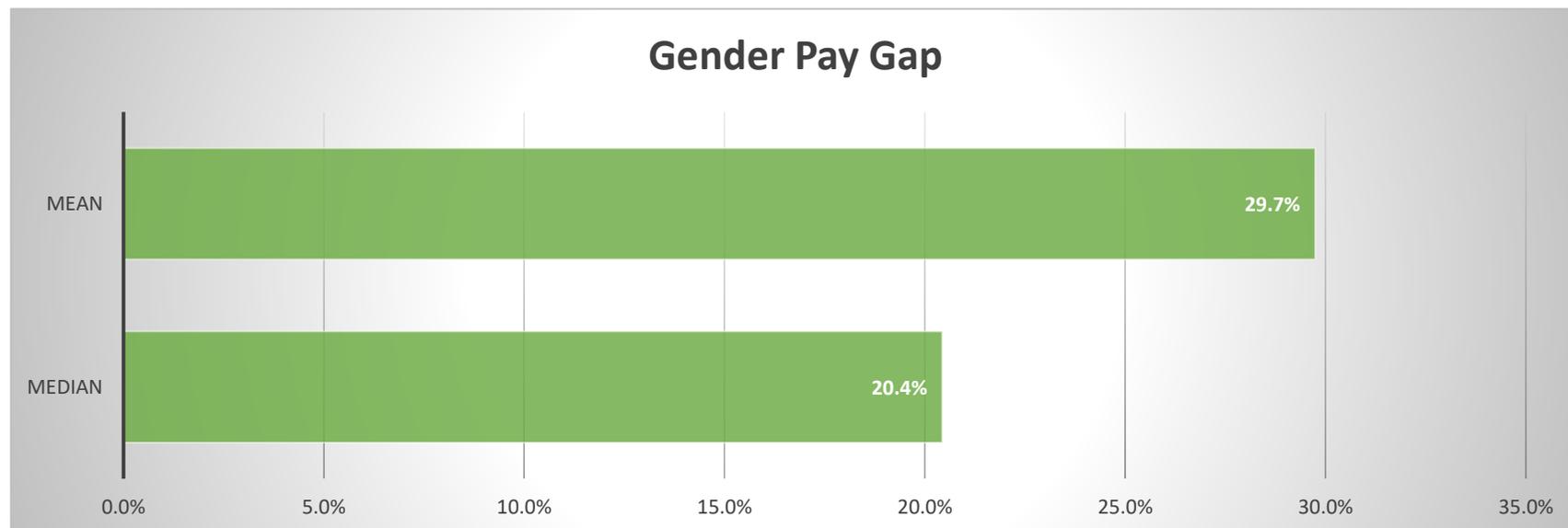
- Lower Quartile includes all employees whose standard hourly rate is below the lower quartile.
- Lower Middle Quartile includes all employees whose standard hourly rate is above the lower quartile but equal to or below the median.
- Upper Middle Quartile includes all employees whose standard hourly rate places them above the median but equal to or below the upper quartile.
- Upper Quartile includes all employees whose standard rate is above the upper quartile



The Mean and the Median gender pay gap

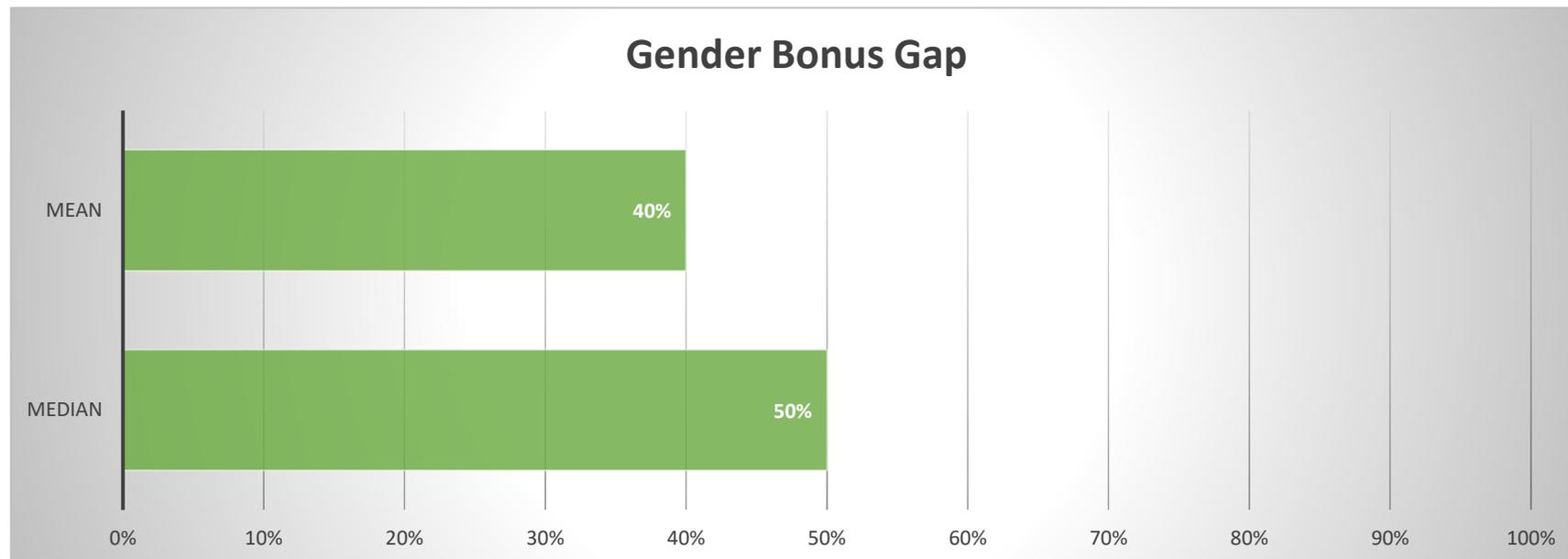
The **mean** gender pay gap shows the difference between the average hourly pay for all men compared with women. The difference is shown as a percentage and a positive figure indicated that there is a pay gap with men earning more than women.

The **median** gender pay gap is if we were to rank our male and female employees separately, from lowest to highest paid, the middle paid employee is referred to as the median. The median pay gap is the difference between the male median and the female median, and is again, shown as a percentage with a positive figure also indicating that there is a pay gap with men earning more than women.



Gender Bonus Gap

Under the regulations, we are required to calculate a gender bonus gap and must report on the difference in mean and median bonus pay and on the proportion of male and female employees who received bonus pay.



Our analysis and results show that our gender pay gap is due to the structure of our company which is typical of the fresh produce industry, where we have more men in senior and commercial roles than women. This means we have more men earning higher salaries with bonus potential than women which has had a significant impact on our gender pay gap.

We are continually committed to creating greater gender balance at all levels of our business and will continue to address the difference in representation in senior and commercial roles within the company.

I confirm that the data reported in this statement is accurate.

Marco Bille
Director