



Gender Pay Gap Report 2023

EVG is committed to providing equality of opportunity, regardless of gender. We want to enable all our staff to achieve and succeed irrespective of their gender, race, religion, age, sexual orientation or disability. Our policy is to pay and promote our staff according to their role, contribution and responsibilities.

Gender pay gap reporting explained

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, regardless of job role, expressed as a percentage of the average male earnings.

It is important to differentiate to the issue of equal pay – which is the legal requirement to pay men and women the same for equal work and is governed by the Equality act.

Organisations must follow the calculation methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap and distribution across pay quartiles.

Distinguishing between median and mean

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gender pay gap is the difference between the middle male wage and the middle female wage.

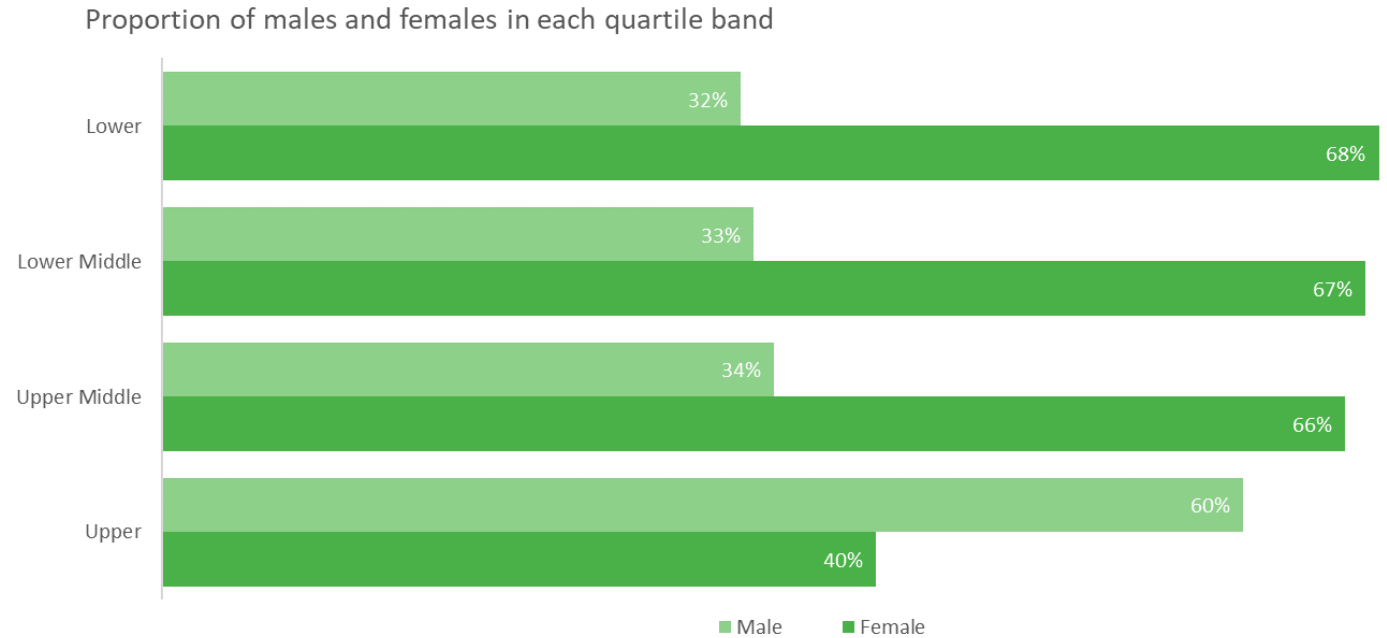


Gender pay figures for EVG

	Median	Mean
Gender pay gap	0%	21%
Gender bonus gap	0%	-1%

Proportion of males and females receiving a bonus payment	Female	Male
	7%	14%

Proportion of males and females in each quartile band		
Quartile	Female	Male
Upper	40%	60%
Upper Middle	66%	34%
Lower Middle	67%	33%
Lower	68%	32%



Our median hourly pay gap demonstrates women earn £1 for every £1 that men earn when comparing median hourly pay (their median hourly pay is 0% lower than men's). When comparing mean average hourly pay, women's mean hourly pay is 21.2% lower than men's. The figures suggest that whilst men and women earn equally for similar roles, it is reflective of having more men in senior and commercial roles than women.

Whilst this is common in the fresh produce industry, we are committed to creating a greater gender balance at all levels of our business. We will continue to address the difference in representation within senior positions over time whilst valuing our existing staff retention levels.



Year-on-year comparisons

	2022 Median	2023 Median
Gender pay gap	0%	0%
Gender bonus gap	50%	0%

Proportion of males and females receiving a bonus payment	Female	Female
	1%	7%

Proportion of males and females in each quartile band		
Quartile	Female	Female
Upper	39%	40%
Upper Middle	69%	66%
Lower Middle	71%	67%
Lower	71%	68%

	2022 Mean	2023 Mean
	19%	21%
	43%	-1%

Proportion of males and females receiving a bonus payment	Male	Male
	3%	14%

Quartile	Male	Male
Upper	61%	60%
Upper Middle	31%	34%
Lower Middle	29%	33%
Lower	29%	32%

Year-on-year comparison demonstrates an improving gender balance in senior roles where gender bonus gap has improved. Our rate of change is in the context of maintaining the value of our staff retention. We remain committed to further improvement where it is demonstrated the make-up of senior roles remains. We have seen a small increment year-on-year to the mean gender pay gap average due to inflationary pressures on salaries disproportionately affecting the mean when more senior roles are male.