

# GENDER PAY GAP REPORTING 2025

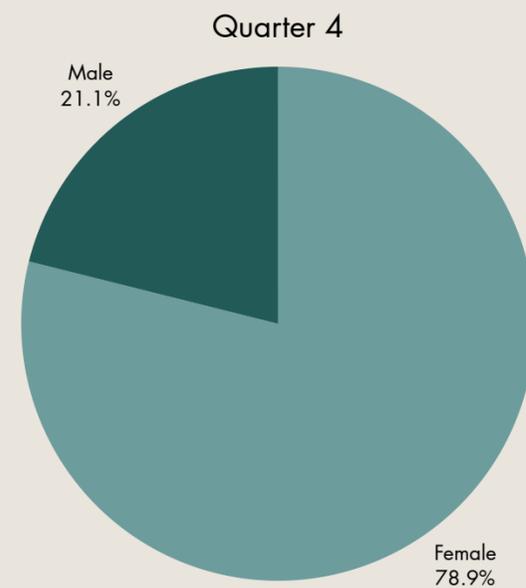
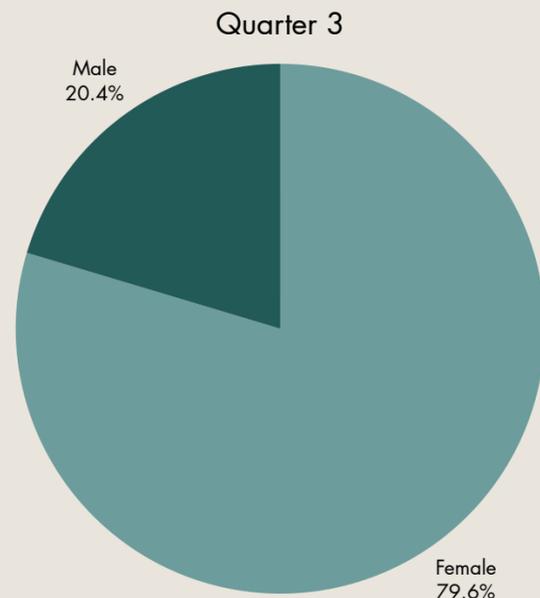
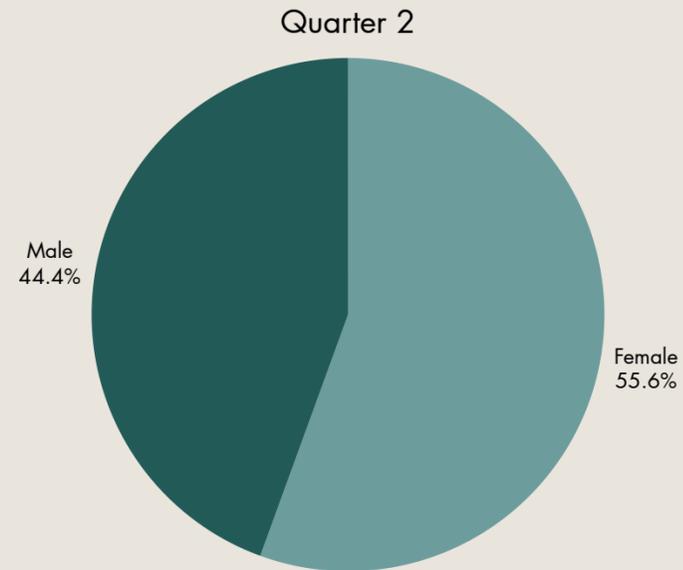
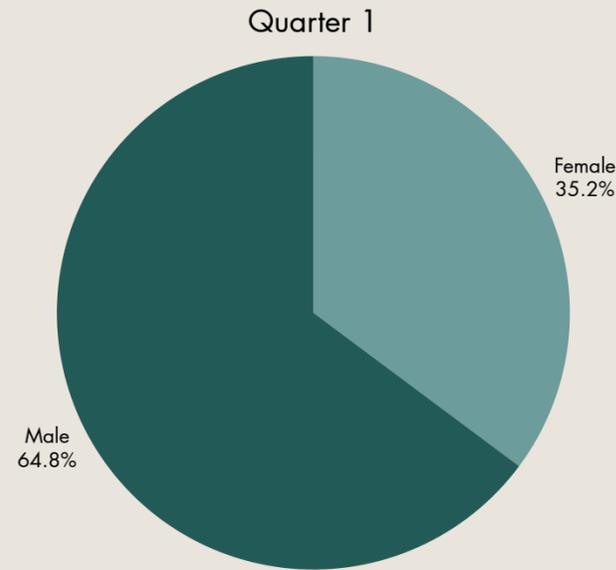
Springhill Farms (Pershire) Ltd, (also known as EVG), is a grower, packer, and importer of spring onions and tomatoes.

This Gender Pay Gap Report covers the financial year April 2024 to March 2025.

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.



# SALARY QUARTILES



## The proportion of males/females in each quartile pay band

Our pay quartiles are influenced by the fact that a high proportion of the senior leadership team are male. This is typical representative of the industry we operate in.

We continue to take steps to provide opportunities for all our staff members to develop their skills and progress their careers.

# PAY HOURLY & BONUS

	MALE %	FEMALE %
RECEIVING BONUS PAY	14.36%	5.26%

	MEAN AVERAGE MALE	MEAN AVERAGE FEMALE	MEAN AVERAGE %
HOURLY PAY	£15.61	£12.89	17.39%

	MEAN AVERAGE MALE	MEAN AVERAGE FEMALE	MEAN AVERAGE %
BONUS PAY	£5667.85	£4475	21.05%

	MEDIAN AVERAGE MALE	MEDIAN AVERAGE FEMALE	MEDIAN AVERAGE %
HOURLY PAY	£12.21	£12.21	0%

	MEDIAN AVERAGE MALE	MEDIAN AVERAGE FEMALE	MEDIAN AVERAGE %
BONUS PAY	£2250	£1250	44.44%