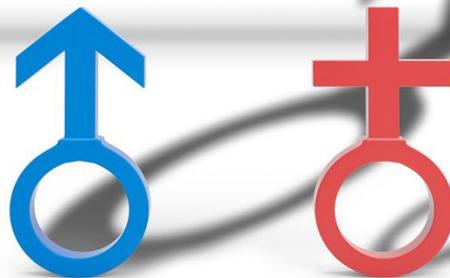


2018

# Gender Pay Report Greenyard Fresh UK Ltd



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## What is the Gender Pay Gap?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including demographics of a company's workforce

It is a broader measure of the difference in the average earnings of men and women—regardless of the nature of their work—across an organisation, a business sector, an entire industry or the economy as a whole

It is expressed as a percentage of men's earnings.

## The Gender Pay Gap is different from Equal Pay

Equal pay refers to a legal requirement that within an organisation, male and female staff members who are engaged in equal or similar work or work of equal value must receive equal pay and other workplace benefits.

## Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.



## Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women in the company and all the men, the median pay gap is the difference between the hourly pay rate for the middle compared to that of the middle of men.



## Greenyard Fresh UK Ltd Gender Pay Gap Results 2018

Looking at our total workforce for Greenyard Fresh UK our gender pay gap analysis show the following:

### Gender Pay Gap

The **mean pay** for men is **28% higher** than that of a woman.



The **median pay** for men is **2%** higher than that of a woman.



### Proportion of men and women paid a bonus



### Gender bonus pay gap

The **mean bonus pay** for men is **71% higher** than that of a women.



The **medium bonus pay** for men is **60% higher** than that of women.



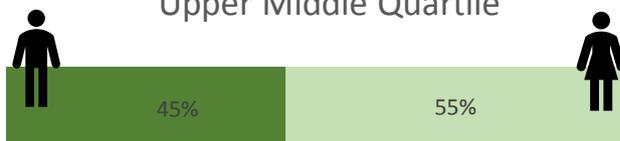
## Population by Pay Quartiles

Quartiles represent the pay rates from the lowest to the highest for our Greenyard Fresh UK employees split into four equal sized groups, with the percentage of men and women in each quartile.

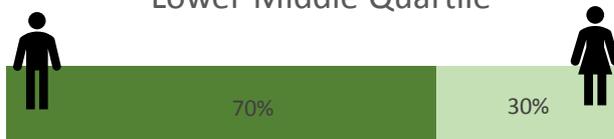
Upper Quartile



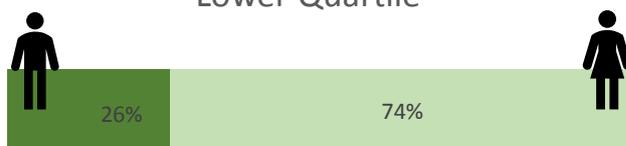
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



## What do our results tell us?



In Greenyard Fresh UK Ltd the **median hourly pay** for women is 2% less than men.



In comparison, the National **median hourly pay** shows that women earn 18.4% less than men. (As quoted by the Office for National Statistics)

## Bonus Pay

The number of bonus payments was low due to only contractual bonus payments being made linked to % of growing the business.

## Quartile results

The areas identified for improvement are between the Lower and Middle quartile. Many of the roles within the Lower Middle quartile are those that would be traditionally undertaken by men, such as working in the Ware house and MHE roles. A new role of Key operative has been introduced which should assist to improve the rate of women moving from the lower quartile to the lower middle. This role will also assist with progression as it is a multi-skilled role, giving more skills and training to those in the positions. Currently we have a good balance of women and men training and undertaking these new positions.

Women make up 55% at the upper middle quartile but only 39% at the Upper quartile. The company however provides development and training at all levels for both men and women. Part of the HR/business strategy is around talent management. There have been moves within the business within the past 18 months which include a female being appointed to the company board of directors and several women promoted to more senior roles within the business.

The company operates using the principles of meritocracy, as HR Director for the business I am satisfied that we have excellent policies, procedures and processes ensuring equal opportunities for all, enabling men and women to develop and progress.

With the culture and values of the business, mentoring, training and learning programmes alongside succession plans, women will have the opportunity and support to progress along with their male counterparts should they wish to do so.

Due to the findings of this Gender Pay report we will carry out a survey to investigate reasons for women not undertaking certain roles within the business.

## Our Values



