

## **Agrial Fresh Produce Ltd Gender Pay reporting**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The information below is based on the requirement date of 5<sup>th</sup> April 2022.

### **Pay Information**

Mean hourly pay difference between male and female employees	11.3%
Median hourly pay difference between male and female employees	7.8%

### **Gender split – pay quartiles**

Gender split	Lower Quartile	Low Mid Quartile	Upper Mid Quartile	Upper Quartile	Total
Male	51.4%	54.2%	64.3%	74.6%	61.2%
Female	48.6%	45.8%	35.7%	25.4%	38.8%

### **Bonus information**

Mean bonus difference between male and female employees	11.7%
Median bonus difference between male and female employees	6.1%
Percentage of men and women who were paid bonus pay within a 12 month period	81.1%

### **What have we done so far**

The Company has a job evaluation programme across all sites to enable us to assess the value of each role in the business. These roles have then been pay benchmarked and this data used when promoting, recruiting and at annual pay review time.

We have flexible working options to enable work life balance and to retain individuals in the work place.



**Our overall mean gender pay gap is  
11.3%**

Agrial Fresh Produce Ltd's gender pay gap is lower than the last published National Average of 14.9%. It has remained at similar levels to 2020 & 2021.

The factory team are paid the same rate according to which job they do. There is no difference between the rates paid to men and women. Night workers receive an uplift on the day rate. As the night teams are predominantly male this contributes towards the hourly pay difference.

The pay quartiles on the left show the proportion of male and female employees in each of the quartile pay bands. At entry level the split between male and female is fairly even. At a senior level there is a higher representation of males versus females. As a business we continue to ensure both male and females have equal access to senior roles, with flexible options being considered where possible to retain women in the workplace. The upper mid quartile has seen a 9 percentage points increase of female employees in 2022.

Bonuses based on Key Performance Indicators are available to the majority of employees. The bonus difference is related to higher percentage of male employees in upper quartile roles. The bonus difference has decreased over the year from 21.2% in 2021

### **What we are doing next**

We will continue to actively look at ways to address the gender split throughout the business.

As a Company we want to employ the best person for the job and pay competitive rates to attract talent.

I confirm the information published above is accurate.

Signed:

D. Robertson, Managing Director