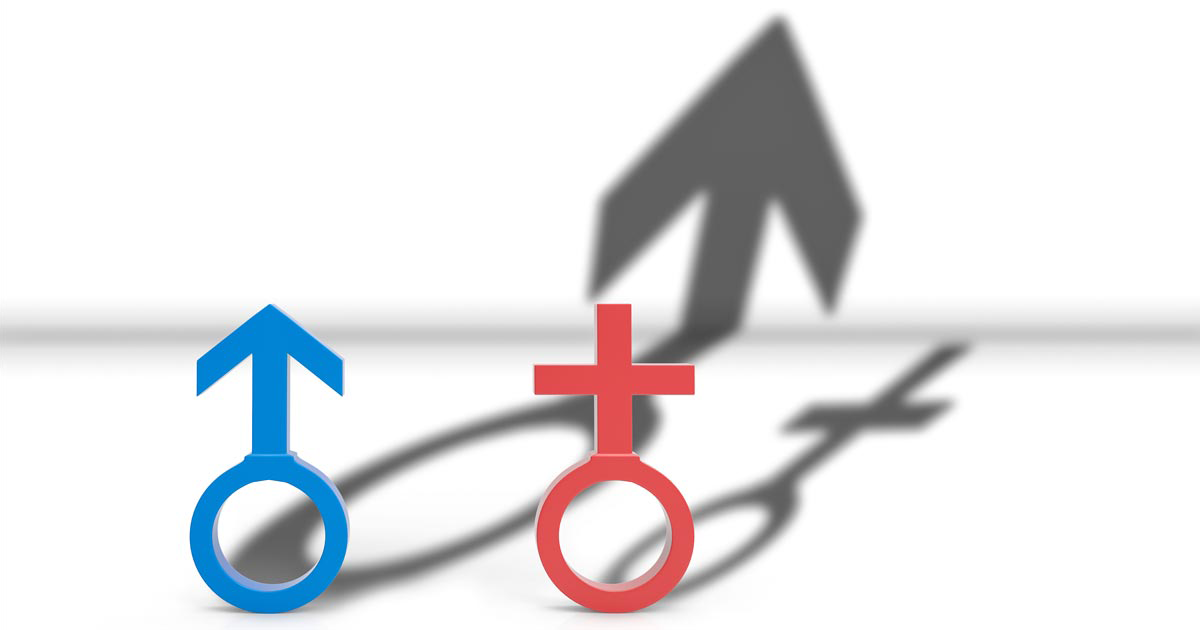
2019

Stella Willcox

HR Director

4/4/2019

Gender Pay Report Greenyard Fresh UK Ltd



|  |  |
| --- | --- |
| ManMen | Woman  Women |

**Key**

**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**

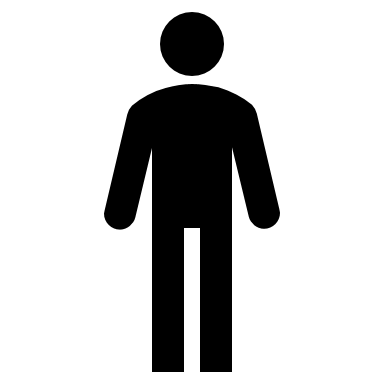
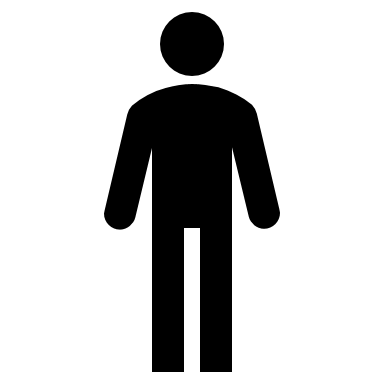
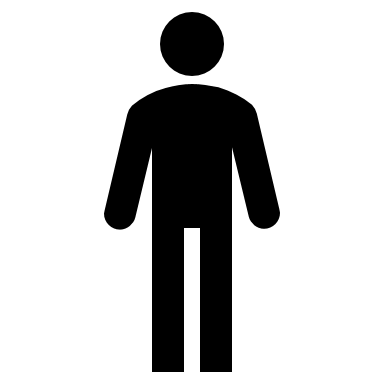
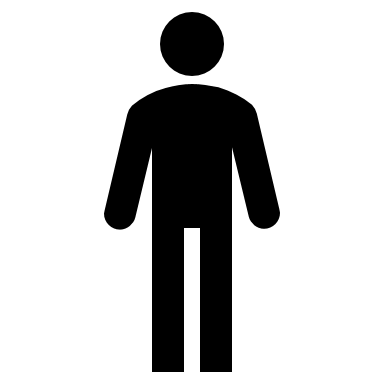
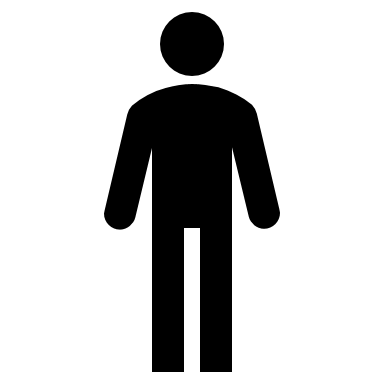
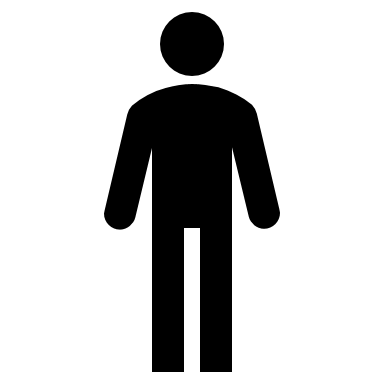
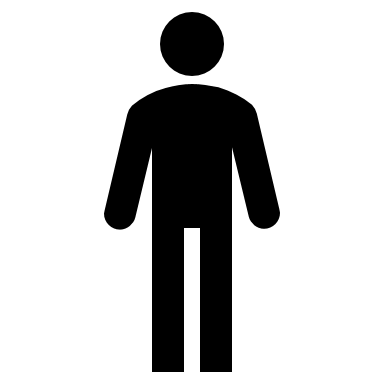
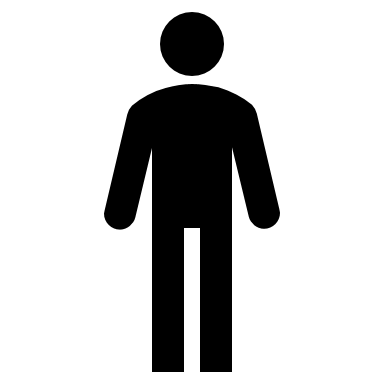
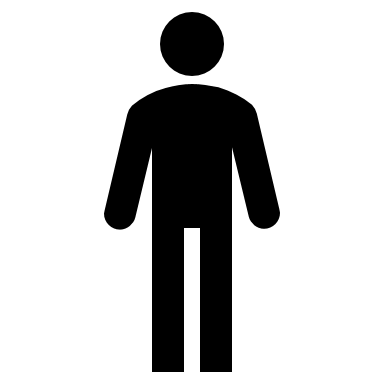
The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.

**£****£**

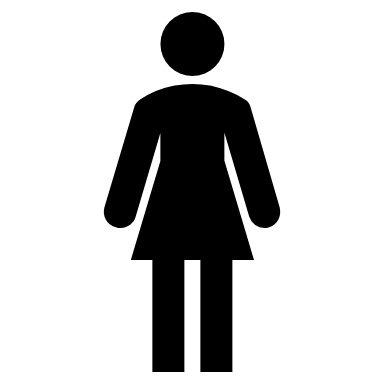
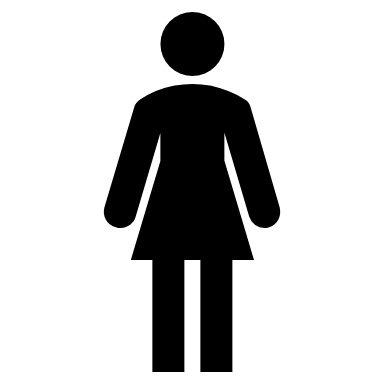
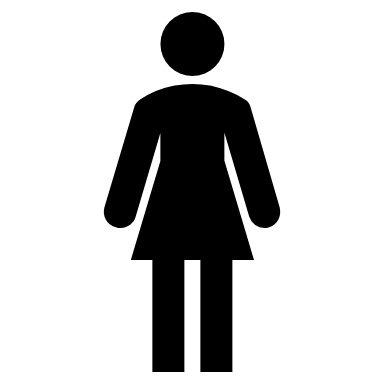
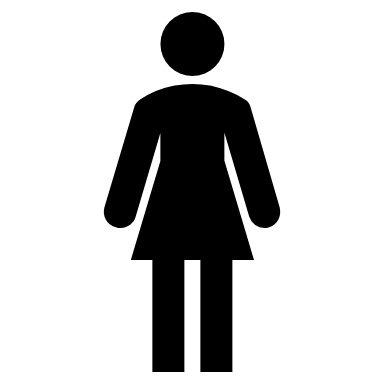
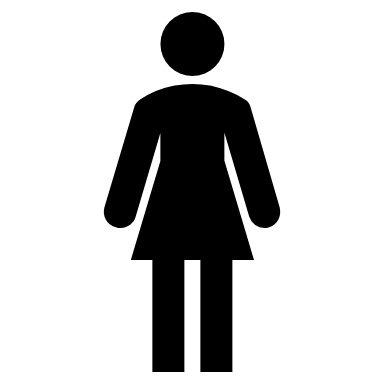
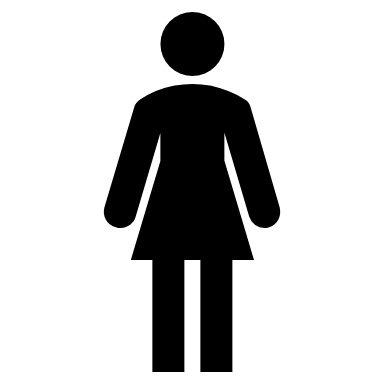
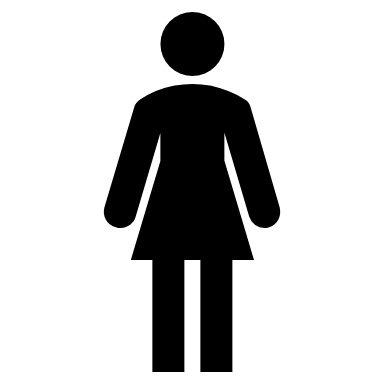
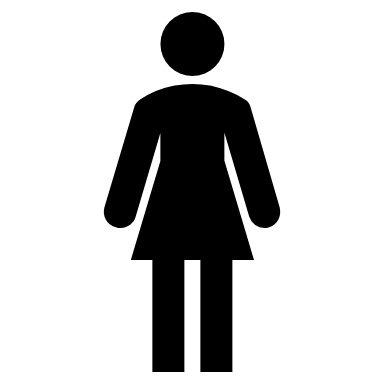
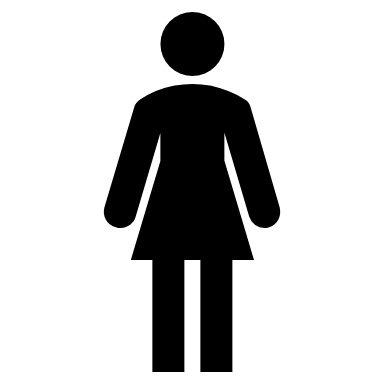
**Median Pay Gap**

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 2019**

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 **17% higher** than that of a woman.

|  |  |
| --- | --- |
| Man 17% | Woman |

The **median pay** for men is **6%** higher than that of a woman.

|  |  |
| --- | --- |
| Man 6% | Woman |

**Proportion of men and women paid a bonus**

|  |  |
| --- | --- |
| Man 3% | Woman  0.5% |

**Gender bonus pay gap**

The **mean bonus pay** for men is **17% higher** than that of women.

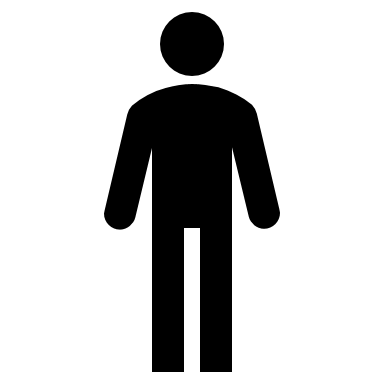
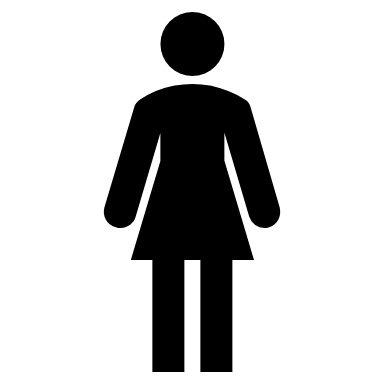
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| Man 17% | Woman |

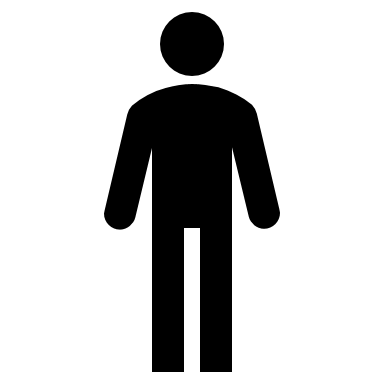
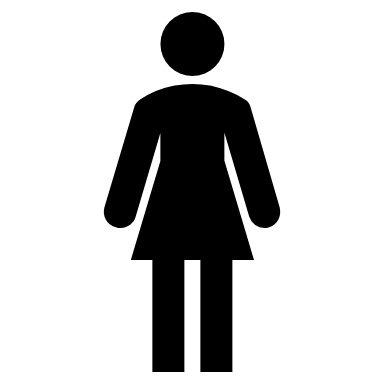
The **medium bonus** pay for men is **11.5% higher** than that of women.

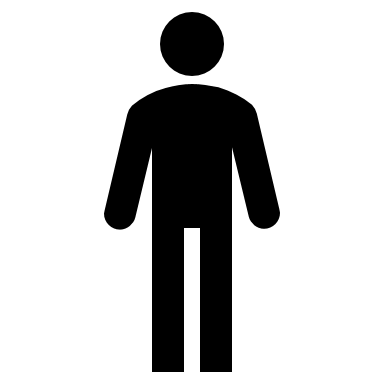
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| Man 11.5% | Woman |

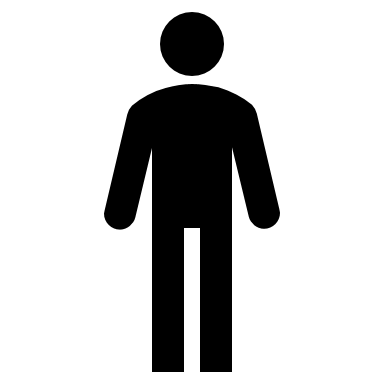
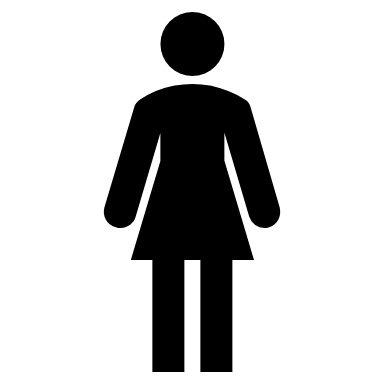
**Population by Pay Quartiles**

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.









**What do our results tell us?**

In Greenyard Fresh UK Ltd the **median hourly pay** for women is 6% less than men.

Macintosh HD:Users:Mac:Desktop:green logo.jpg



In comparison, the National **median hourly pay** shows that women earn 17.9 % less than men. (As quoted by the Office for National Statistics April 2018)

**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 in our 2017/18 Gender Pay report were the Lower and Middle quartile. A new role of Key Operative as advised in the previous report was introduced. A multi skilled role, providing more skills and training which has lifted more women into these roles and up into the middle and upper middle quartiles. We have seen a good balance of women and men undertaking these roles.

We have seen an improvement in the Upper Middle Quartile showing an equal split of 50% for both men and women within the business.

Little has changed in the Upper Quartile, however the business continuous to ensure any opportunities are open to all ensuring equal opportunities. Training and development is provided to all employees whatever their gender ensuring best practice is followed to identify training and development needs, via HR processes and procedures such as 1-1 meetings, team meetings, coaching sessions and appraisals.

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 last year and this Gender Pay report we will be including a section/questions to investigate reasons for women not undertaking certain roles within the business.

**Our Values**

