

FROZEN

Greenyard Frozen UK Ltd

Our Gender Pay Gap Report 2020

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish data every year showing how large the pay gap is between their male and female employees.

Under the legislation, employers are required to report the following:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands

About us

Greenyard Frozen is a division of Greenyard, a global market leader of fresh, frozen and prepared fruit & vegetables.

Greenyard Frozen is a worldwide market leader in frozen foods. We transform freshly harvested vegetables and fruits into food products that are easy to store, conserve and consume. Our products respond to the needs of modern consumers who want to enjoy healthy and tasty food, with a minimum of preparation time. We offer our customers – including retailers, food service companies and the food industry in general – a wide range of innovative and high-quality products, excellent service, and advanced logistics.

Greenyard Frozen started out more than 50 years ago as a small local enterprise, and grew into an international producer and supplier of fresh-frozen vegetables and fruits. Today, we run ten production sites at strategic locations in some of the most fertile regions in Europe. Thanks to our international sales and distribution network, our products are now available to consumers all over the world.

This is our Gender Pay Gap report for Greenyard Frozen UK Ltd (comprising of two sites in Kings Lynn, Norfolk and Boston, Lincolnshire) for the snapshot date of 5th April 2020.



Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nigel Terry

Nigel Terry,
Managing Director UK,
Greenyard Frozen UK Ltd

Pay calculated for the pay period including 05/04/2020

Bonus calculated for the year 06/04/2019 to 05/04/2020

Our data explored

Our data was collected as at the snapshot date of 5th April 2020. Our workforce comprised of 254 'full-pay relevant employees' at this date, for the purpose of this report. This consisted of 68 women and 186 men.

The pay differences are expressed as the difference between the mean/median hourly rates for men and women as a percentage of the men's rate. Positive values mean that the average rate for men is greater than for women.

Greenyard Frozen UK Ltd is committed to the principle of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic).

Although we have seen a spike in our figures this year, we remain confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women occupy within the business and the salaries that these roles attract.

Pay Differences	2017	2018	2019	2020	+/- %
Mean gender pay gap in hourly pay	14.34%	11.06%	8.45%	19.96%	11.51%
Median gender pay gap in hourly pay	13.74%	11.26%	6.47%	15.75%	9.28%

Mean gender pay gap

The figures show that women within Greenyard Frozen UK Ltd receive 19.96% less in hourly pay than men. This is an increase of 11.51% in the mean gender pay gap compared to the figures of last year.

Median gender pay gap

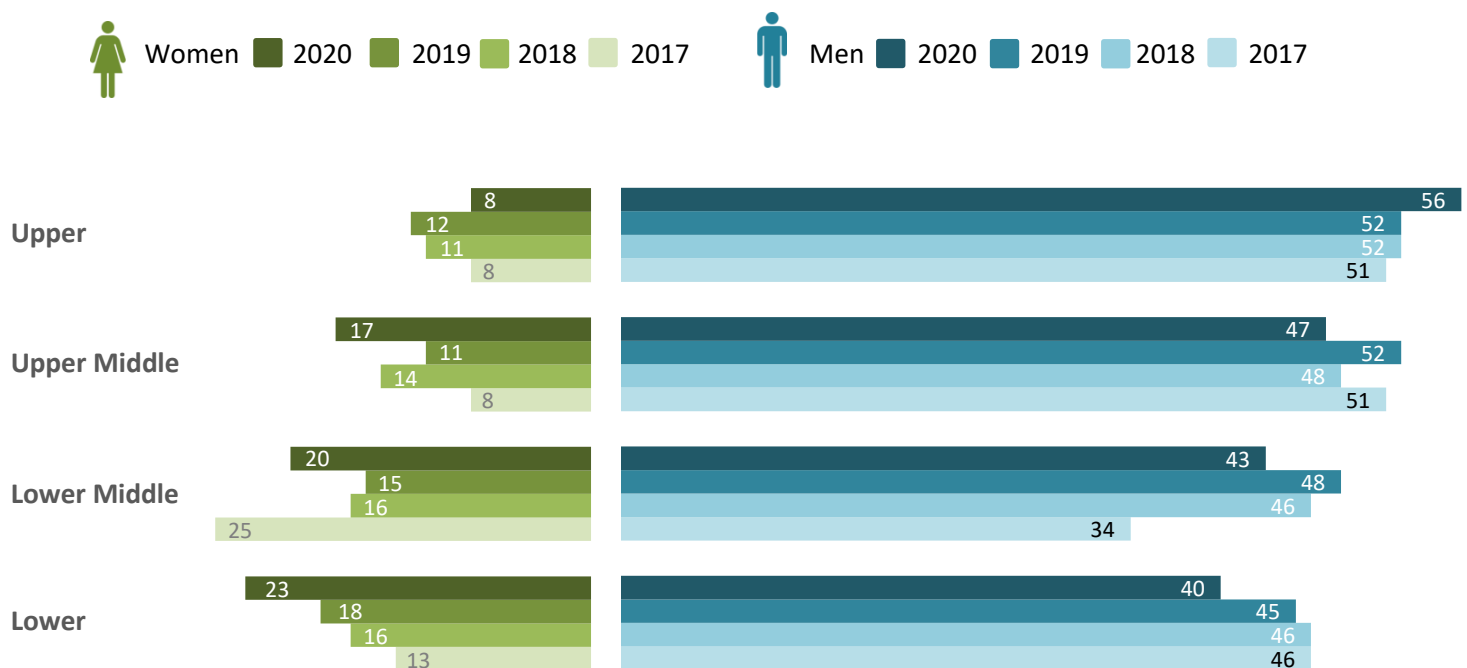
When ranking all females and all males by hourly pay and comparing the middle values of the female pay range with that of the male pay range, we find that women receive 15.75% less an hour than men. This is again an increase compared to last year's figures by 9.28%.

Our pay quartiles

Quartile figures are calculated by dividing the pay rates into four equal groups from the lowest to the highest and working out how many male and female employees are in each group.

In common with the manufacturing sector, our workforce is predominantly male with 186 men and 68 women within Greenyard Frozen UK Ltd at our snapshot date. Given that 73% of our workforce is male it is also the case that men outnumber women in every pay quartile.

Number of men and women in each pay quartile



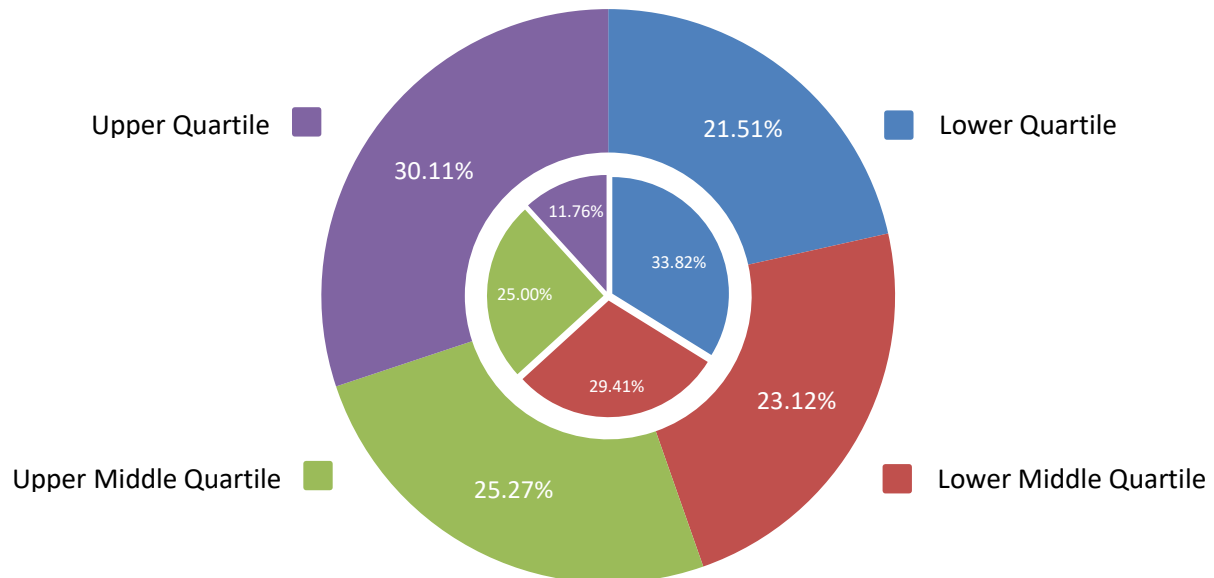
This year's data shows an increase in the number of women in all quartiles with the exception of the upper pay quartile. We have seen a decrease in the number of men in each of the quartiles with the exception of the upper quartile where this has increased.

You will see from the illustration above that the slight movements between pay quartiles have had a negative impact on our mean and median pay gap.

Distribution of Female/Male Workforce

The chart below illustrates the distribution by percentage of the female and male workforces between the pay quartiles.

The outer doughnut shows how the male workforce is split between the pay quartiles and the inner circle demonstrates how the female workforce is distributed.



As you can see the majority of our female workers sit within the lower and lower middle pay quartiles. The majority of our male workforce sits within the upper middle and upper quartiles.

Again, although we have seen a spike in our gender pay gap this year, we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women occupy within the business and the salaries that these roles attract.

To improve this we need to focus on better gender balance between all pay levels.

Bonus Pay Differences

Bonus Differences	2017	2018	2019	2020	+/- %
Difference in mean bonus payments	41.31%	38.26%	34.59%	41.29%	6.7%
Difference in median bonus payments	34.27%	26.17%	28.38%	27.66%	-0.72%

The bonus payment calculations were based on all 'relevant employees' as required under the reporting legislation.

The bonus differences are expressed as the difference between the mean/median bonus for men and women as a percentage of the men's bonus pay. Positive values mean that the average rate for men is greater than for women.

The percentage of employees receiving bonuses are simply based on the numbers of 'relevant' male and 'relevant' female employees identified as having received some kind of bonus payment in the year.

Proportion of men and women receiving a bonus payment



Women

69.74% were paid a bonus



Men

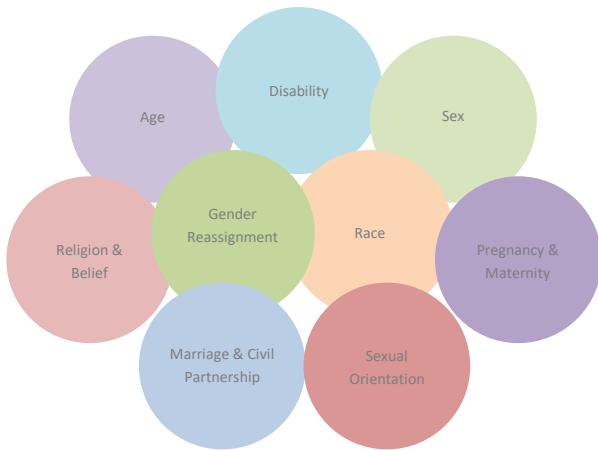
88.07% were paid a bonus

The mean gender bonus gap and the median gender bonus gap for Greenyard Frozen UK Ltd are relatively large at 41.29% and 27.66%. All employees of Greenyard Frozen UK Ltd are entitled to an annual bonus on completion of one year's service in addition to a long service bonus on reaching set milestones. Under our current policy, the Senior Management and Commercial Business Managers also attract a performance bonus. As the majority of the Senior Management and Commercial Business Managers are male this has an impact on our gender bonus gap.

As a number of our female workforce have less than 1 year's service this has meant they were not entitled to a bonus this year, therefore having an impact on the percentage of females who were paid a bonus.

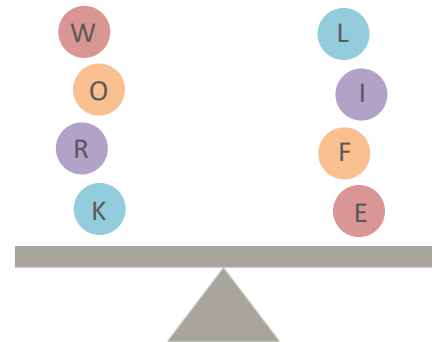
Taking Action

Greenyard Frozen UK Ltd will continue to monitor pay and ensure there is no bias towards either gender from the point of recruitment and throughout all aspects of employment including promotion, opportunities for training, pay and benefits.



We will explore how we can encourage more women into the manufacturing sector to create a more even gender balance. As an equal opportunities employer, we strongly believe in appointing the best candidate for the role, regardless of their gender or other factors covered by the Equality Act and value equally the unique contribution that an individual's experience, knowledge and skills can make.

We will continue to monitor our family friendly policies and encourage flexible working across all levels of our business to ensure that our people have the opportunity to work in a way that works best for their career aspirations and home life.



We will continue to review training and development needs through our appraisal process and succession planning and continuously monitor PDP's, ensuring opportunities are available to all employees regardless of gender, allowing them to upskill and progress within the business if desired.