

FROZEN

Greenyard Frozen UK Ltd

Our Gender Pay Gap Report 2021

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 2021.



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 05/04/2021

Bonus calculated for the year 06/04/2020 to 05/04/2021

Our data explored

Our data was collected as at the snapshot date of 5th April 2021. Our workforce comprised of 296 'full-pay relevant employees' at this date, for the purpose of this report. This consisted of 73 women and 223 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).

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	2020	2021	+/- %
Mean gender pay gap in hourly pay	19.96%	12.20%	-7.76%
Median gender pay gap in hourly pay	15.75%	11.34%	-4.41%

Mean gender pay gap

The figures show that women within Greenyard Frozen UK Ltd receive 12.20% less in hourly pay than men. This is a decrease of 7.76% 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 11.34% less an hour than men. This is again a decrease compared to last year's figures by 4.41%.

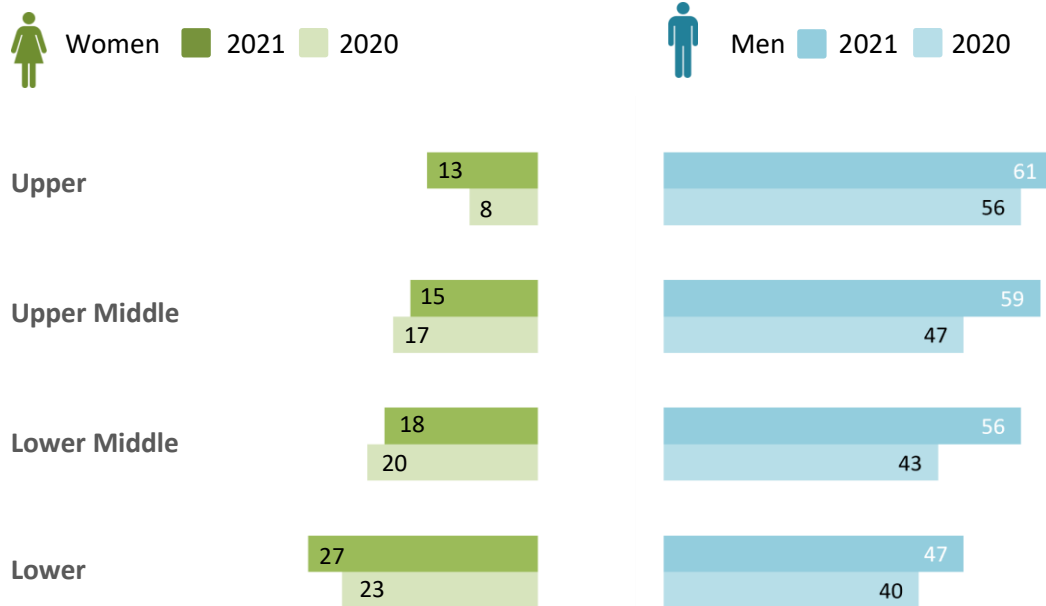
We saw an unfortunate spike in our data last year but are pleased to see this is coming down again this year. Our figures are below the UK national figure of 15.4% (ONS, April 2021), however we are committed to improving our gender pay gap and recognise there is more we can do.

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.

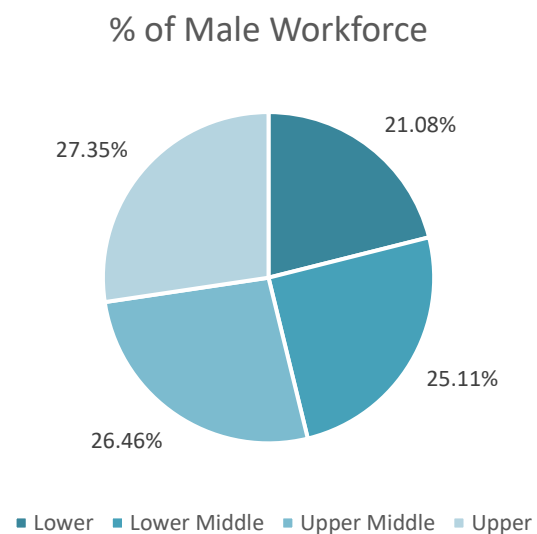
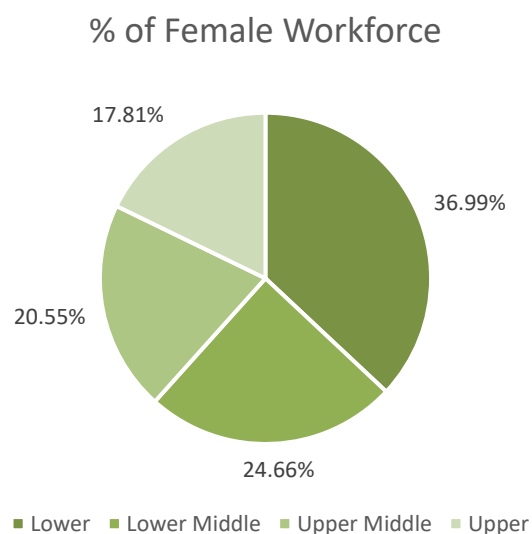
In common with the manufacturing sector, our workforce is predominantly male with 223 men and 73 women within Greenyard Frozen UK Ltd at our snapshot date. Given that 75% of our workforce is male it is also the case that men outnumber women in every pay quartile.

Number of men and women in each pay quartile



Distribution of Female/Male Workforce

The charts below illustrate the distribution by percentage of the female and male workforces between the pay quartiles.



As you can see the majority of our female workers sit within the lower pay quartile. The remainder of the female workforce is more evenly spread, with an increase of workers in the upper pay quartile this year. Our male workforce is fairly evenly spread across all pay quartiles however we do have slightly more male workers within the upper quartiles.

Female-Male Split Between Pay Quartiles

When we look at the percentage of males and females within each pay quartile in comparison to last year, we see that the percentage of women in the 3 lower quartiles has decreased whilst in the upper quartile this has increased by 5%.

	Females	Males	Female % +/- (Comparison to 2020)
Lower	36.49%	63.51%	-0.02%
Lower Middle	24.32%	75.68%	-7.42%
Upper Middle	20.27%	79.73%	-6.29%
Upper	17.57%	82.43%	+5.07%

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 under representation of females in more senior roles and the high proportion of women in the lower pay quartile.

We have seen an improvement in the gender balance across the pay levels this year and will continue to work on this.

Bonus Pay Differences

Bonus Differences	2020	2021	+/- %
Difference in mean bonus payments	41.29%	64.32%	23.03%
Difference in median bonus payments	27.66%	22.11%	-5.55%

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



The mean gender bonus gap and the median gender bonus gap for Greenyard Frozen UK Ltd are relatively large at 64.32% and 22.11%. All employees of Greenyard Frozen UK Ltd are entitled to an annual bonus on completion of one years' 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.

Only those who have less than 1 years' service do not receive any form of bonus.

Looking Ahead...

We are committed to improving our gender pay gap within Greenyard Frozen UK Ltd. We have recently launched an employee forum with the specific focus on diversity and inclusion.

We Will:

- Launch a 3-year plan in order to achieve better gender balance within our business and create a culture of equality and inclusion.
- Explore how we can attract 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.
- Work closely with local schools/colleges to attract diverse talent at entry level, specifically with our apprenticeship programme.
- 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.
- Promote 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.
- Create a talent pool to better understand current skills and opportunities for progression, allowing employees to reach their full potential.

