

FROZEN

Greenyard Frozen UK Ltd

Our Gender Pay Gap Report 2023

Introduction

This is our Gender Pay Gap report for Greenyard Frozen UK Ltd (comprising of two sites in Kings Lynn, Norfolk and Boston, Lincolnshire). Our data was collected as at the snapshot date of 5th April 2023.

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).

It is however possible to have a gender pay gap and to pay men and women fairly. Equal pay looks at the difference in men and women's pay for the same or similar work, whereas the gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women.

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.

We are making efforts to balance the proportion of men and women more evenly across all pay levels of Greenyard Frozen UK. Although we have seen a spike in our data this year we are continuing the great journey we're on in terms of addressing the gender pay gap within our organisation.



Declaration

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

A handwritten signature in black ink, appearing to read 'B. Legrove', written over a faint circular outline.

Brendan Legrove,
General Manager UK & Ireland,
Greenyard Frozen UK Ltd

Pay calculated for the pay period including 05/04/2023

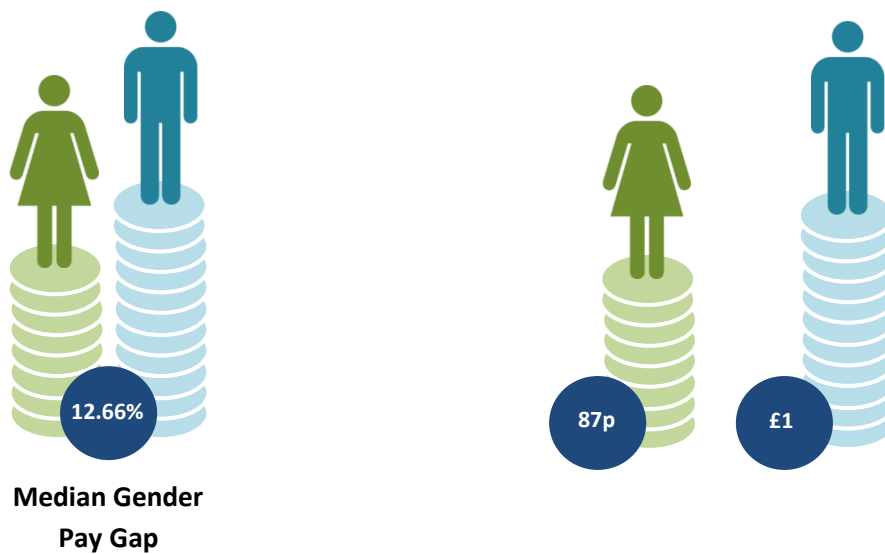
Bonus calculated for the year 06/04/2022 to 05/04/2023

Our data explored

Our data was collected as at the snapshot date of 5th April 2023. Our workforce comprised of 306 'full-pay relevant employees' at this date, for the purpose of this report. This consisted of 80 women (26.14%) and 226 men (73.86%).

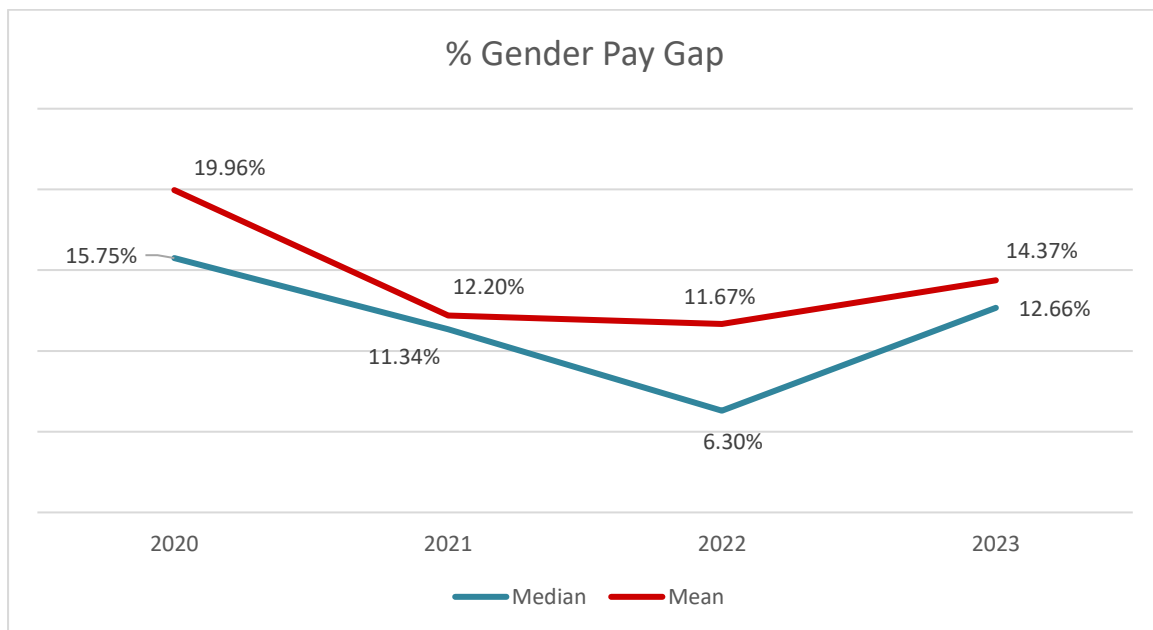


When comparing average hourly pay (mean), women receive 86p for every £1 that men receive.



When comparing average hourly pay (median), women receive 87p for every £1 that men receive.

Our mean and median gender pay gaps over the past 4 years



We have seen a spike in our data this year however our figures are still in line with the UK national figure of 14.3% for all employees (ONS, April 2023). 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 226 men and 80 women within Greenyard Frozen UK Ltd at our snapshot date. Given that over 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

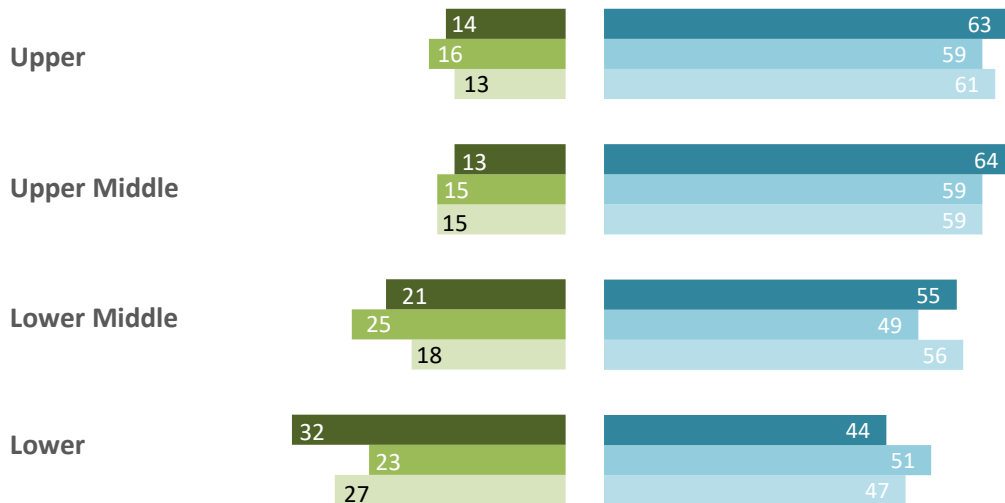
| | Numbers | | Percentages | |
|--------------|---------|-------|-------------|--------|
| | Females | Males | Females | Males |
| Lower | 32 | 44 | 42.11% | 57.89% |
| Lower Middle | 21 | 55 | 27.63% | 72.37% |
| Upper Middle | 13 | 64 | 16.88% | 83.12% |
| Upper | 14 | 63 | 18.18% | 81.82% |



Women 2023 2022 2021



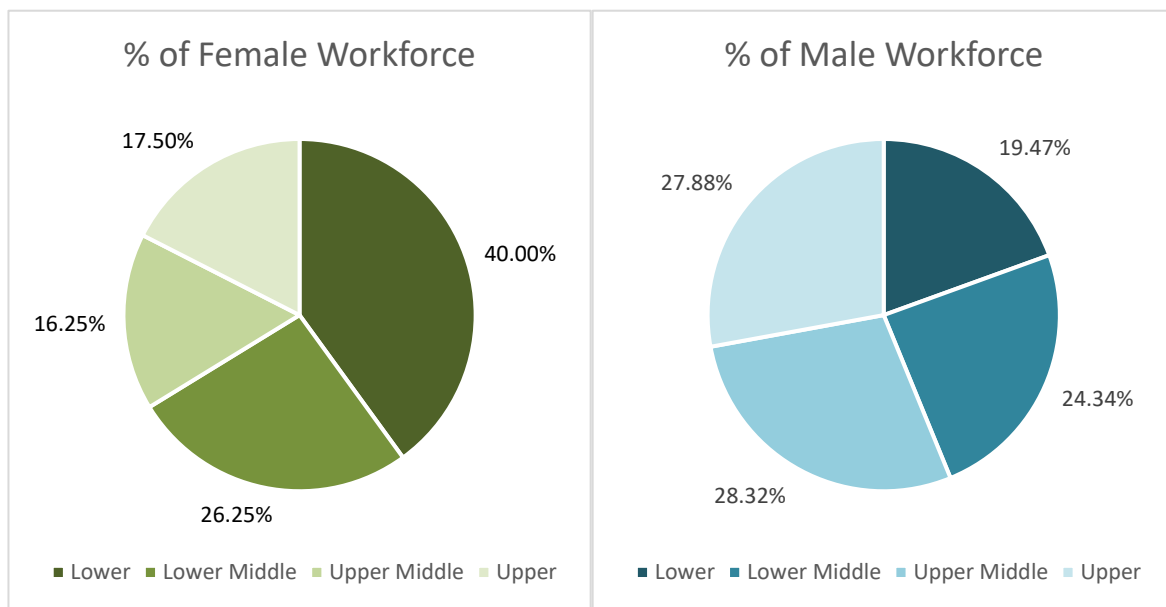
Men 2023 2022 2021



Despite the number of females in the upper quartile steadily increasing over the past 3 years, unfortunately this year we have seen an increase of female workers in the lower quartile by 11.03% whilst the number of females in every other quartile has decreased.

Distribution of Female/Male Workforce

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



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 will continue to work on the gender balance across the pay levels.

Bonus Pay Differences

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.



**Mean
Bonus Gap**



**Median
Bonus Gap**

Proportion of men and women receiving a bonus payment

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.



**Women
82.29% were paid a bonus**



**Men
78.45% were paid a bonus**

The mean gender bonus gap for Greenyard Frozen UK Ltd is relatively large, however this has decreased by 12.77% compared to last year. The median gender bonus gap for Greenyard Frozen UK is 20.79%. This is a slight increase of 1.44% in comparison to last year.

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, however we have seen changes within these teams over recent years to include more women which has improved the 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 are establishing our employee forum within the business with the specific focus on diversity and inclusion.

We will:

- Continue our work with our Diversity, Equity & Inclusion Committee to achieve better gender balance within our business and create a culture of equity 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 and supporting the T-Level courses.
- 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.
- Review our family friendly policies to ensure they are inclusive and in line with the local market. We will 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.
- Continue with our succession plans to ensure we are identifying future talent, creating opportunities for progression and allowing employees to reach their full potential.



for a healthier future