

# 2017 Gender Pay Gap Report

Greenvale AP Ltd is a subsidiary of Produce Investments Ltd and operates within the fresh produce sector, predominantly growing and packing fresh potatoes. This Gender Pay Gap Report is based on data as at 5th April 2017. At this date, Greenvale employed 726 staff with 494 (68%) being male and 232 (32%) being female.

**Our Pay and Bonus Gender Gap is as follows:**



	Mean	Median
Pay	16.6%	13.6%
Bonus	25.0%	-8.5%

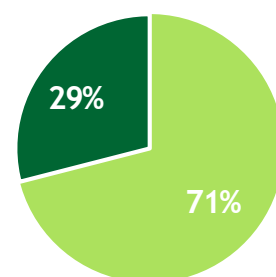
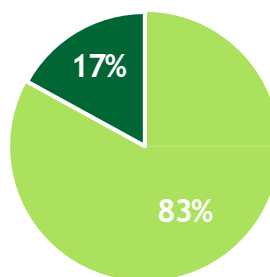
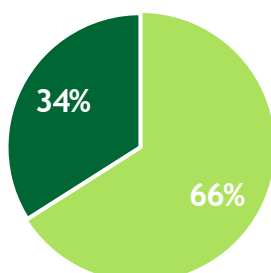
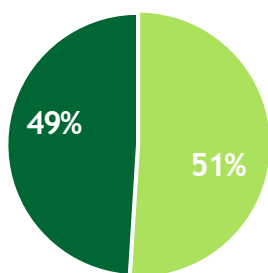
**The proportion of males/females in each quartile pay band is as follows:**

Lower Quartile

Lower Middle

Upper Middle

Upper Quartile



■ Male ■ Female

## Commentary:

- Greenvale's Gender Pay Gap is significantly lower than the UK average of 18%
- There are no differences in pay rates for different genders occupying equivalent roles.
- The difference in the median bonus figure is explained by the number of female employees who have attracted a service related loyalty bonus.
- 70% of employees working nightshift, which generally attracts a higher pay rate, are male.
- Greenvale is actively seeking to address the discrepancy in male / female employees within the upper middle and upper quartile pay bands, for example 75% of our graduate recruits in the last 4 years are female.

**Andy Ferguson, HR Director. 15<sup>th</sup> June 2017.**