

# 2018 Gender Pay Gap Report

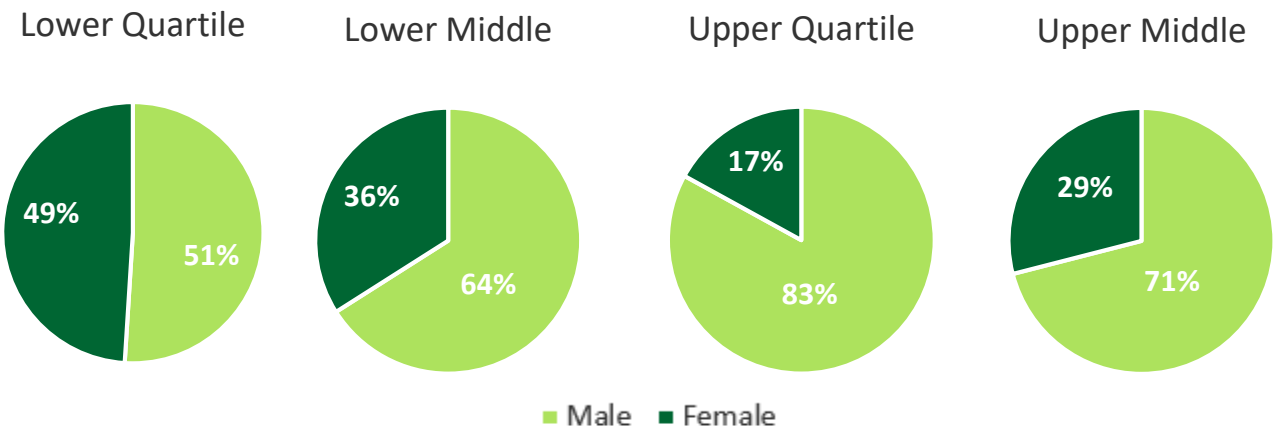
Greenvale AP Ltd is a subsidiary of Produce Investments Ltd and operates within the fresh produce sector, predominantly growing and packing fresh potatoes. This Gender Pay Gap Report is based on data as at 5th April 2018. At this date, there were 698 reportable staff with 466 (67%) being male and 232 (33%) being female.

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

	Mean	Median
Pay	14.2%	12.7%
Bonus	-110.5%	0.0%



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



## Commentary:

- According to the Office For National Statistics, the 2018 UK Gender Pay Gap (GPG) was 17.9%
- Greenvale's GPG has reduced by 2.4% (median) and 0.9% (mean) since 2017.
- There are no differences in pay rates for different genders occupying equivalent roles.
- The difference in the mean bonus figure is explained by a number of ad-hoc bonuses, the recipients all being female.
- 70% of employees working nightshift, which attracts a higher hourly pay rate, are male.
- The %age of females on both Upper and Upper Middle quartiles has increased since 2017.

Andy Ferguson, HR Director. 18<sup>th</sup> March 2019.