

# 2020 Gender Pay Gap Report

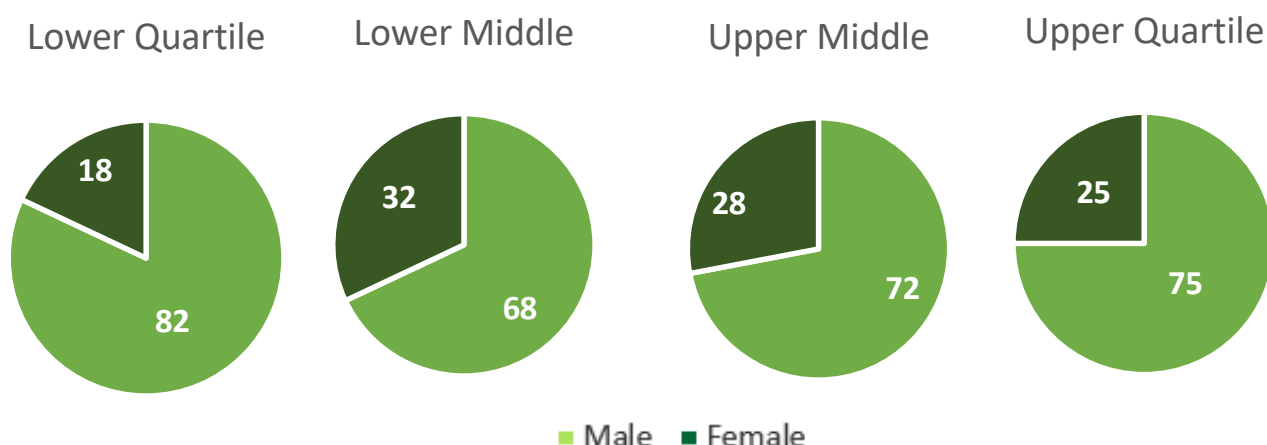
Greenvale AP Ltd is a subsidiary of Produce Investments Ltd and operates within the fresh produce sector, predominantly growing and packing fresh potatoes. This Gender Pay Gap Report is based on data as at 5th April 2020. At this date, there were 462 reportable staff with 341 (74%) being male and 120 (26%) being female.

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

	Mean	Median
Pay	3.7%	-1.4%
Bonus	24.5%	-1205.4%



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



## Commentary:

- According to the Office For National Statistics, the 2020 UK Gender Pay Gap (GPG) was 15.5%
- Greenvale's GPG has reduced by 12.1% (median) and 13.1% (mean) since 2019.
- There are no differences in pay rates for different genders occupying equivalent roles.
- The difference in the bonus figures are explained by a number of loyal service bonuses, which can skew results considerably.
- The %age of females in the Upper Middle quartile has increased by 12.4% since 2019
- The %age of females in the Lower Quartile has reduced by 30% since 2019.

Andy Ferguson, HR Director. 3<sup>rd</sup> December 2020.