

# 2021 Gender Pay Gap Report

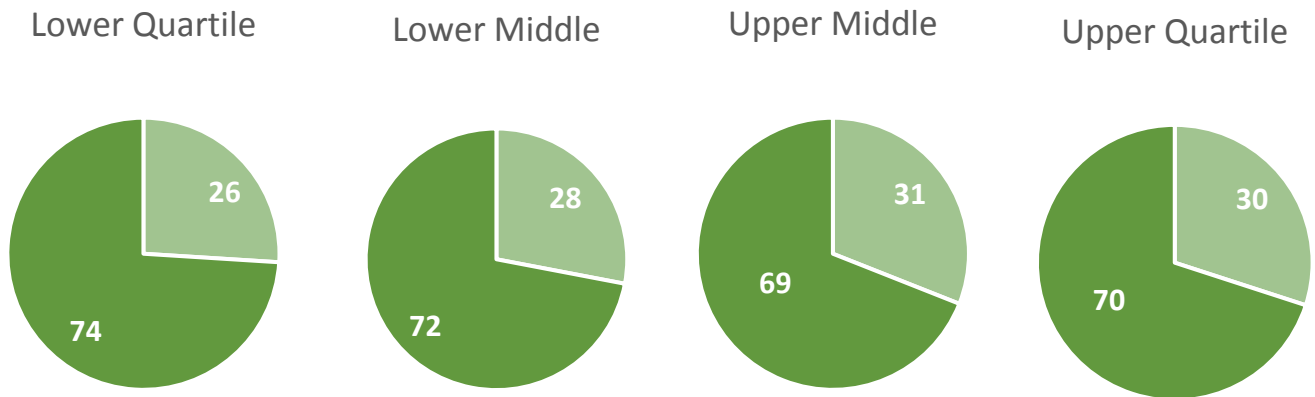
Greenvale AP Ltd is a subsidiary of Produce Investments Ltd and operates within the fresh produce sector, predominantly growing and packing fresh potatoes. This Gender Pay Gap Report is based on data as at 5th April 2021. At this date, there were 477 reportable staff with 340 (71%) being male and 137 (29%) being female.

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

	Mean	Median
Pay	-2.2%	-3.6%
Bonus	-9.9%	-100%



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



## Commentary:

- According to the Office For National Statistics, the 2021 UK Gender Pay Gap (GPG) was 15.5%
- Greenvale's GPG has reduced by 2.2% (median) and 5.8% (mean) since 2020.
- 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 quartile has increased by 5% since 2020
- The %age of females in the Lower Quartile has reduced by 8% since 2020.

Andy Ferguson, HR Director. 1<sup>st</sup> October 2021.