

# 2022 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 2022. At this date, there were 472 reportable staff with 342 (72.5%) being male and 130 (27.5%) being female.

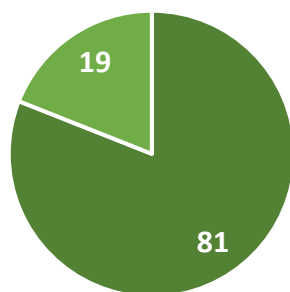
## Our Pay and Bonus Gender Gap is as follows:



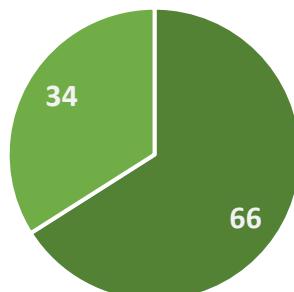
	Mean	Median
Pay	-2.4%	-0.9%
Bonus	-14.7%	0%

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

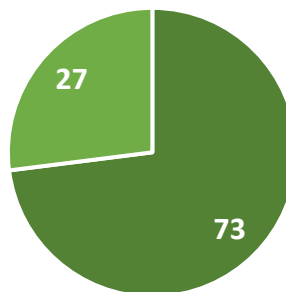
Lower Quartile



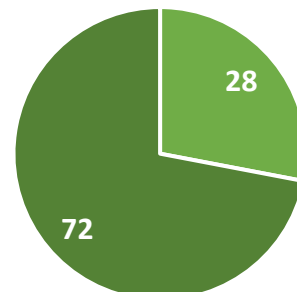
Lower Middle



Upper Middle



Upper Quartile



## Commentary:

- According to the Office For National Statistics, the 2021 UK Gender Pay Gap (GPG) was 15.4%
- Greenvale's negative GPG has reduced by 2.7% (median) and 0.3% (mean) since 2021.
- 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.
- The %age of females receiving a bonus was 81.5% compared with 77.5% of males.
- The number of females in the business reduced by 1.2% compared with 2021.