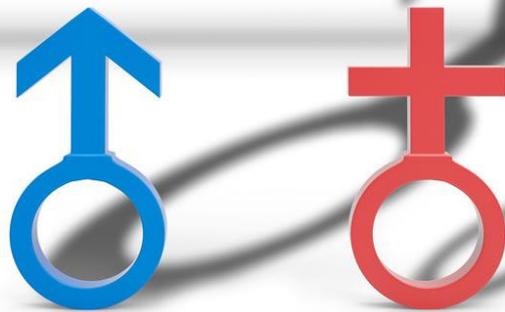


2021

Gender Pay Gap Report  
Greenyard Fresh UK Ltd



## Greenyard Fresh UK Ltd

Greenyard Fresh UK based in Spalding Lincolnshire is part of the Greenyard Group of companies floating on the Euronext Brussels stock market.

The UK company first formed in 1988, under the name of Malet Azoulay and was specialists in ripening stone fruit. Since these early days the company has continued to grow and expand. Today, Greenyard Fresh UK supplies UK and imported fruit, sourced from the very best growers in the UK and around the world.

Greenyard Fresh UK Ltd is committed to encouraging and achieving a working environment which is underpinned by fairness to all individuals, where diversity is recognised, encouraged, and valued.

Our workplace attracts a diverse mix of people both in terms of ethnicity and gender and generates equal opportunities for everyone regardless of gender, age, race, disability, or sexual orientation.

We create a supportive and inclusive environment where our employees can reach their full potential, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered, and the diversity of people's backgrounds and circumstances are positively valued. We do not tolerate any discriminatory behaviour or attitudes and that extends to pay, hiring, compensation, access to training, promotion, and termination of employment.

## Gender Pay Gap Results

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we present our 2021 Gender Pay Gap Report:

### Mean & Median Gender Pay Gap

The **mean pay** for men is **23.5% higher** than that of a woman.



The **median pay** for men is **8.7%** higher than that of a woman.



## Pay Quartiles

### Upper Pay Quartile



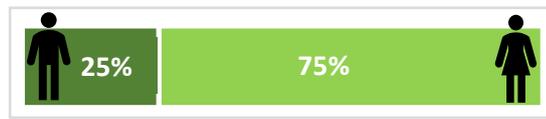
### Upper Middle Pay Quartile



### Lower Middle Pay Quartile



### Lower Pay Quartile



## Proportion of Colleagues receiving a Bonus

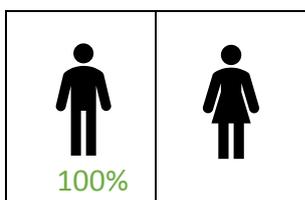


## Mean & Median Gender Bonus Pay Gap

The **mean bonus pay** for men is **100% higher** than that of women.



The **medium bonus pay** for men is **100% higher** than that of women.



## Gender Pay Gap Results Summary

Our overall median gender pay gap for 2021 has increased from 6% to 8.7% and our mean pay gap has increased compared to 2019. However, this is below the UK national figure of 15.5% (ONS, April 2020). This is due to the changes we have made across our business in terms of adjustments and due to the change in the number of male and female colleagues.

The number of bonus payments was low due to only contractual bonus payments being made linked to % of growing the business. Within the last 12 months the business has introduced a Company Bonus scheme which ensures equity in our reward arrangement.

To support in the growth of our colleagues we have introduced an Apprenticeship Program which provides colleagues with development and progression opportunities.

The overarching reason for the gender pay gap is women are underrepresented at a senior level and there is a higher number of women in more junior level positions. We recognise that there is more that we can do, and we are committed in making positive changes.

## Greenyard Fresh UK Ltd Commitment

The Company is committed to:

- ensuring that all colleagues have access to learning, development and progression opportunities which enables them to fulfil their potential.
- treating all colleagues equally ensuring that men and women are given the same opportunities.
- creating an environment in which individual differences and the contributions of our colleagues are recognised and valued.
- reviewing employment practices and procedures to ensure fairness to all individuals.
- attracting, retaining, and developing a diverse workforce

With the culture and values of the business, mentoring, training and learning programmes alongside succession plans, women will have the opportunity and support to progress along with their male counterparts should they wish to do so.

# For a healthier future

To make lives healthier by helping people enjoy fruit and vegetables at any moment, in an easy, fast and pleasurable way, whilst fostering nature.

## Our mission

“We are committed to grow consumption of fruits and vegetables for a healthy future, by partnering with the best partners in the chain from fork to field to meet customer needs – creating value for all”

## Our values

Our values are part of our DNA. They guide the way we work with our customers, suppliers, consumers, within our communities and with each other.



## Declaration

Greenyard Fresh UK Ltd confirm that the information and data reporting is accurate as at the snapshot date of 5 April 2020.

Giles Armstrong  
Finance Director  
Greenyard Fresh UK Ltd