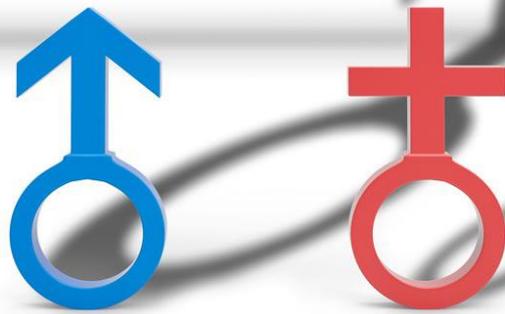


2022

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 Gender Pay Gap Report using the snapshot date of 5th April 2021:

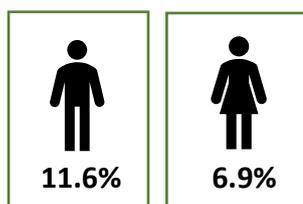
Mean and Median Gender Pay Gap

The **Mean Gender Pay Gap** in hourly pay is **27.4%**.

The **Median Gender Pay Gap** in hourly pay is **9.1%**

Mean and Median Gender Bonus Pay Gap

Proportion of colleagues receiving a Bonus



Mean Gender Pay Gap Bonus	62.9%
Median Gender Pay Gap Bonus	0.0%

Pay Quartiles

Upper Pay Quartile



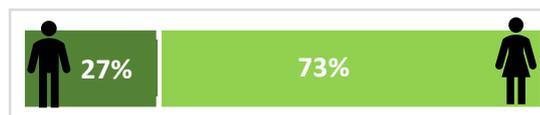
Upper Middle Pay Quartile



Lower Middle Pay Quartile



Lower Pay Quartile



Gender Pay Gap Results Summary

Our overall median gender pay gap has increased from 8.7% to 9.1% and our mean pay gap has increased compared to the 2021 report. However, this is below the UK national figure of 15.4% (ONS).

The number of bonus payments increased due to the introduction a Company Bonus Scheme which ensures equity in our reward arrangement.

To support in the growth of our colleagues we have introduced a Training Program which encourages our colleagues to learn new skills and therefore enhancing their opportunities within the business into roles previously that would not have been considered.

Succession plans are an important part of our talent management process. They provide a way to identify key roles and people with the right skills to develop into positions within the business.

The COVID-19 pandemic has also allowed us to review our working practices in a way that will help to improve our diversity profile.

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 are committed in making positive changes by the introduction of training programs for junior levels and succession planning for key roles within the business opening further opportunities to all.

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 2021.

Giles Armstrong
Finance Director
Greenyard Fresh UK Ltd