

2020 Gender Pay Gap Report

Berry Gardens Ltd

Gender Pay is not the same as Equal Pay. The Gender Pay Gap is defined as the difference between the average hourly pay of all the men compared to the average of all the women within an organisation. Equal Pay refers to the comparison between men and women doing the same or similar jobs.

This report covers Berry Gardens Ltd. Berry Gardens Ltd is a subsidiary of Berry Gardens Growers Ltd, a UK Grower Owned Co-operative. Berry Gardens Ltd supplies both UK and Imported soft fruit to retailers, wholesale and catering outlets.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Our values and culture simply would not allow this to happen. We carry out extensive pay and benefit reviews overseen by our remuneration committee led by a non-executive Director.

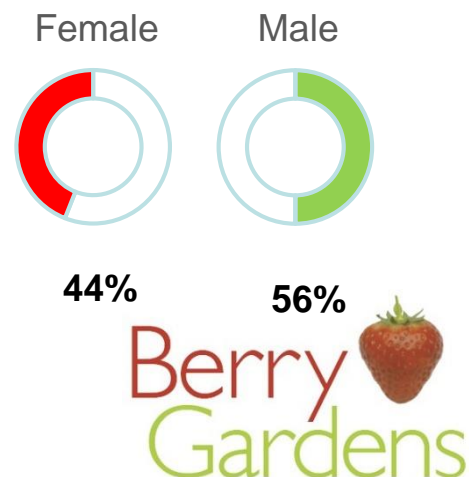
The Gender Pay Gap data detailed below is based on figures as at 5th April 2020. Our total number of staff at this date was 351 with 50% being male and 50% being female.

	Mean	Median
Pay	23.8%	13.2%
Bonus	50.4%	23.6%


Proportion of Males and Females receiving a Bonus

Berry Gardens has operated a company wide bonus scheme for many years for all employees who worked for the whole of the preceding financial year. Some of our pack house roles receive a productivity bonus and this is predominantly in the warehouse where our employees are male.

Our seasonal workforce do not receive a bonus, however, unlike our permanent staff, these employees regularly earn overtime payments at enhanced pay rates.



The proportion of Males to Females in each quartile is shown below:

 Female

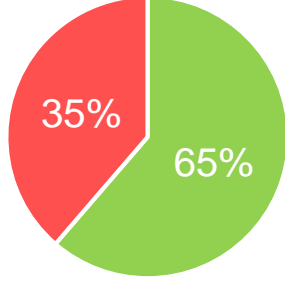
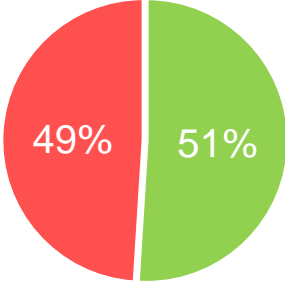
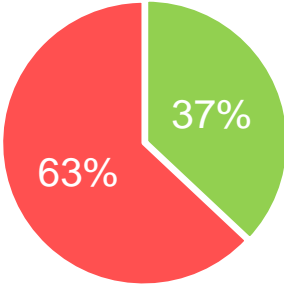
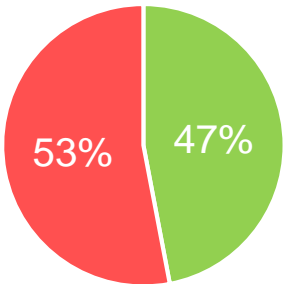
 Male

Lowest Quartile

Second Lowest Quartile

Second Highest Quartile

Highest Quartile



Sam Desforges – Head of HR

I am proud that our strategy continues to be focused on investing in and developing our people. Our aim is for everyone to be able to develop their career regardless of gender, ethnicity, age and all other protected characteristics. This message is critical as we continue to grow our relationships with local schools and colleges to encourage the next generation to consider our sector for their future career path.

Nick Allen - CEO

Our ongoing focus is to develop a culture that enables all of our people to have a rewarding career at Berry Gardens whilst recognising the challenges and constraints that our fast paced, highly seasonal operations place on our workforce. Our values place respect, honesty and openness at the centre of all that we do underpinning our approach to all matters involving our team including any issues relating to gender.



Declaration

We confirm that Berry Gardens Limited's gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations, data and assertions contained in this presentation have been reviewed by our audit committee and considered and discussed by the Berry Gardens' Board in building the 2022 strategic plan.



Nick Allen
Chief Executive Officer
April 2021



Sam Desforges
Head of HR
April 2021

