

# 2021 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, culture and corporate governance processes simply would not allow this to happen. We continually review remuneration across all roles, led by our CEO and HR teams, overseen by our Remuneration Committee and Non-Executive Chair.

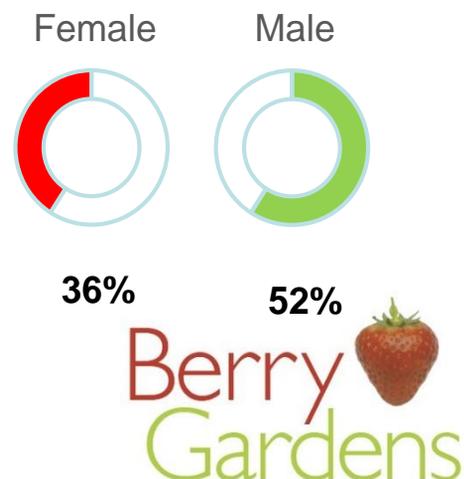
The Gender Pay Gap data detailed below is based on figures as at 5<sup>th</sup> April 2021. Our total number of staff at this date was 363 with 48% being male and 52% being female.

	Mean	Median
Pay	24.9%	13.6%
Bonus	55.2%	24.7%

### 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

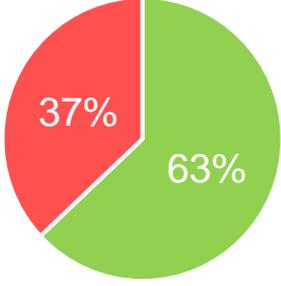
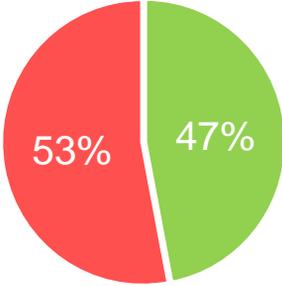
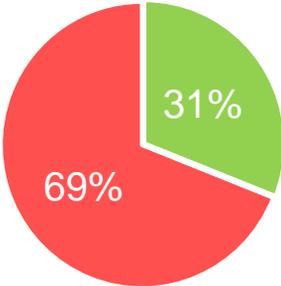
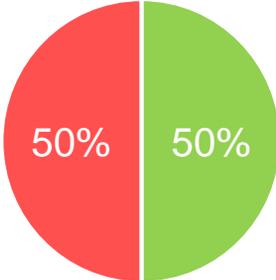
 Male

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

People are key to our current and future success. We regularly engage, discuss and listen to all our People, continually adapting to reflect a rapidly changing world, and guiding our long term People strategy. Our focus is to develop a culture that, regardless of gender, enables all of our People to have a rewarding career at Berry Gardens. Our values of respect, honesty and openness set the standards that guide all our activities in this area.



### 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 2022

Sam Desforges  
Head of HR  
April 2022

