



## 2021 Gender Pay Gap Report

### Introduction

This report is published in accordance with our Gender Pay Reporting obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and sets out the six required calculations for S&A Produce (UK) Ltd.

### Our Business

S&A Produce (UK) Ltd is part of the S&A Group; one of the largest independent soft fruit growers in Europe supplying strawberries, raspberries, blackberries, blueberries and British asparagus to major retailers. Our fruit is grown on our own farms or sourced globally from partner growers who share our values and passion for quality produce, allowing us to provide the highest quality fresh produce all year round. Our principal customers include the major multiple food retailers.

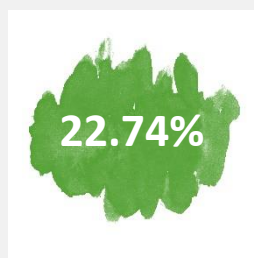
### Our Workforce:

We are proud to be a leading employer of approximately 170 permanent staff and between 250 and 1600 seasonal workers in the UK, dependent on the time of year.

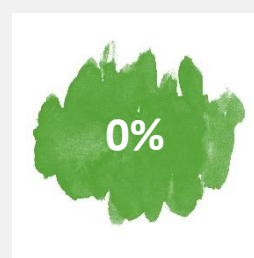
### Our Data

At the time of taking the snapshot (5<sup>th</sup> April 2021) the balance of the workforce was male 56:44, which is currently typical within the male dominated agricultural sector, where most of our jobs are placed.

### Our Gender Pay Data:



Mean gender pay gap

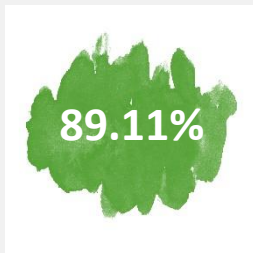


Median gender pay gap

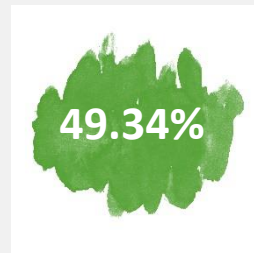
The high proportion of seasonal workers that our business employed (79%) at the snapshot date of 5<sup>th</sup> April 2021 has influenced our Gender Pay Data. The mean gender pay data illustrates that there is a gap, which is currently above the UK average of 16.1%. When calculating the data on a median basis, we are shown to not have a pay gap. This is reflective of the fact that 65% of males and females in our organisation are paid at the same rate.



### Our Gender Bonus Data:

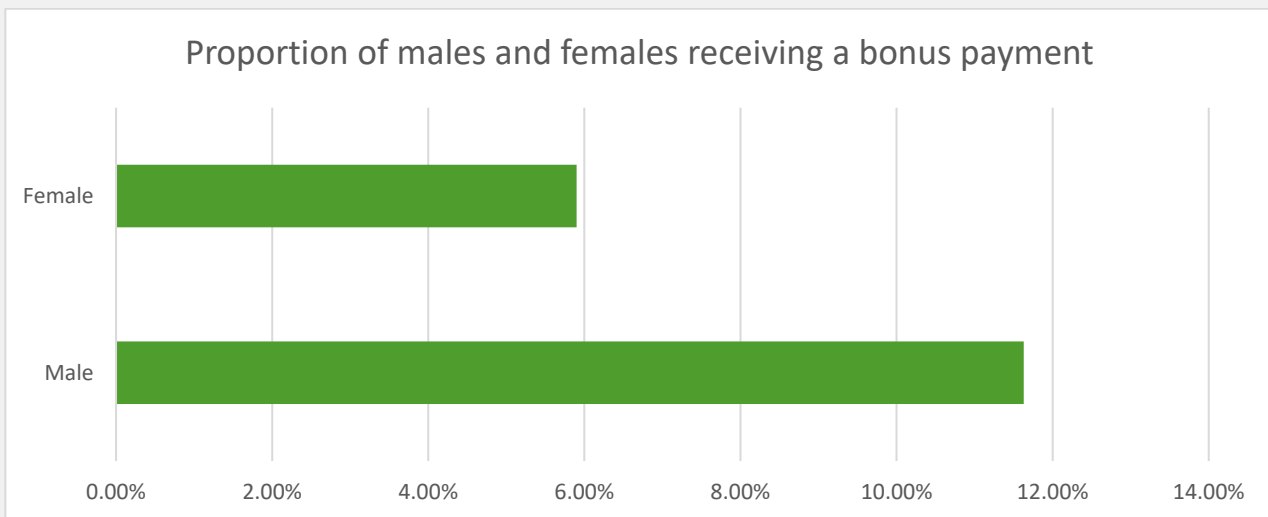


Mean bonus gender pay gap



Median bonus gender pay gap

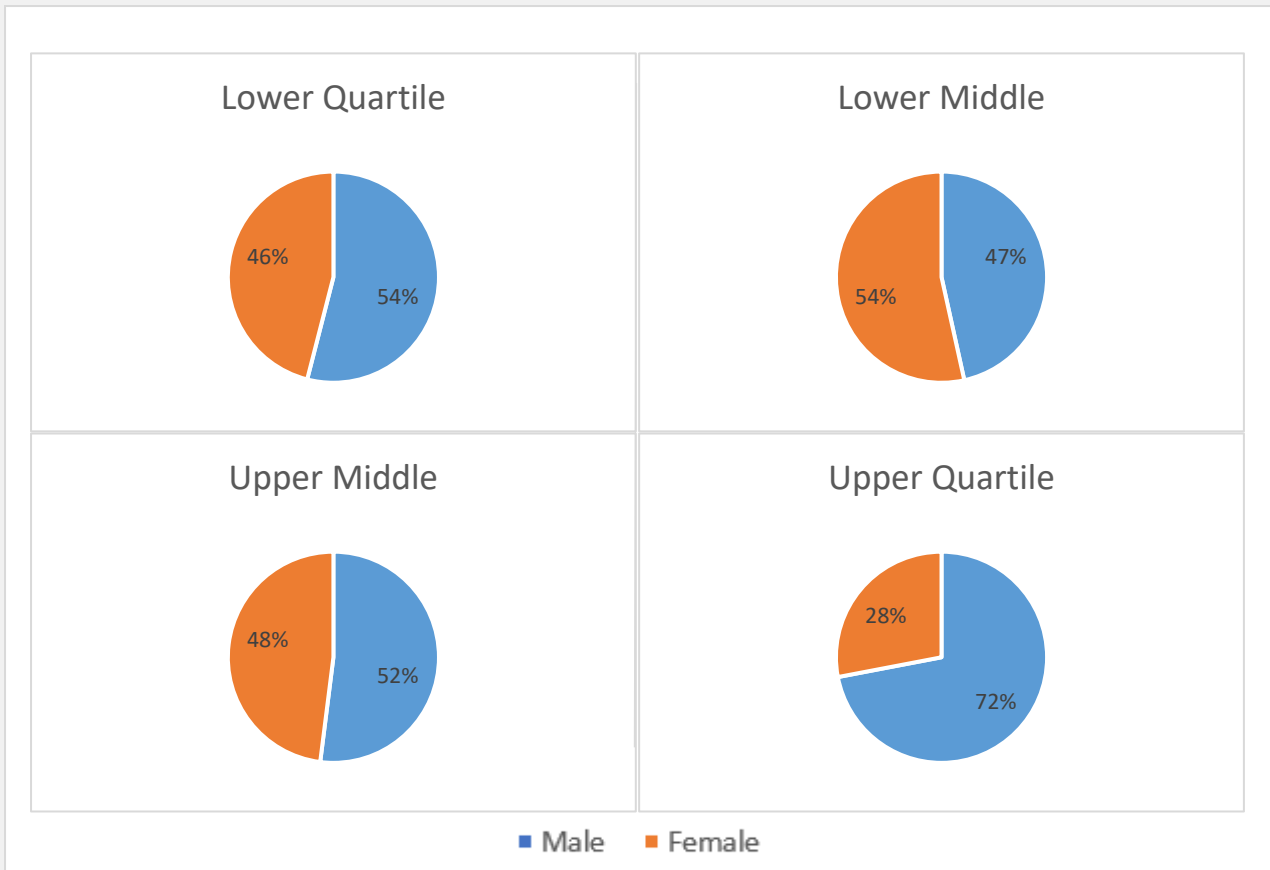
### The proportion of males and females receiving a bonus payment:



Our gender bonus gap is primarily driven by having more men than women within our harvesting, management and Exec teams, which are the areas that attracted a bonus. At S&A Produce 9% of employees took part in a bonus scheme for the period in question. Furthermore, the balance of the workforce was male 56:44, which is reflective of the male dominated agricultural industry. The median gender pay gap is distorted by the fact that there is such a small group of males (50) and females (20) that were paid a bonus, hence the large difference between the Mean and Median bonus gender pay gap.



**The proportion of males and females in each quartile pay band:**



Our pay quartiles confirm that a key driver of our gender pay gap is that a significant proportion of men within our organisation are in more senior, salaried roles and can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience.

We welcome the opportunity to report on this matter and will continue to monitor and where necessary, review our gender pay gap going forward. I can confirm that our data is accurate.

Signed:

Name: Peter Holder  
Title: Group HR & Recruitment Director  
Date: 01 April 2022