



2025 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 & Breeders in Europe supplying strawberries, raspberries, blackberries and blueberries 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 UK's major multiple food retailers.

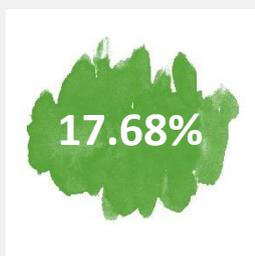
Our Workforce:

We are proud to be a leading employer of approximately 160 permanent staff and circa 2,200 seasonal workers over the course of the calendar year.

Our Data

At the time of taking the snapshot (5th April 2025) the balance of the workforce was male 65:35, 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 (81%) at the snapshot date of 5th April 2025 has influenced our Gender Pay Data. The mean gender pay data illustrates that there is a gap of 17.68%, which is currently above the UK average of 11.20% Based on the latest ONS data (October 2025). Our median gender pay gap was 0.08%, compared to a UK average median of 6.9% according to the latest published ONS data (October 2025).



Our Gender Bonus Data:

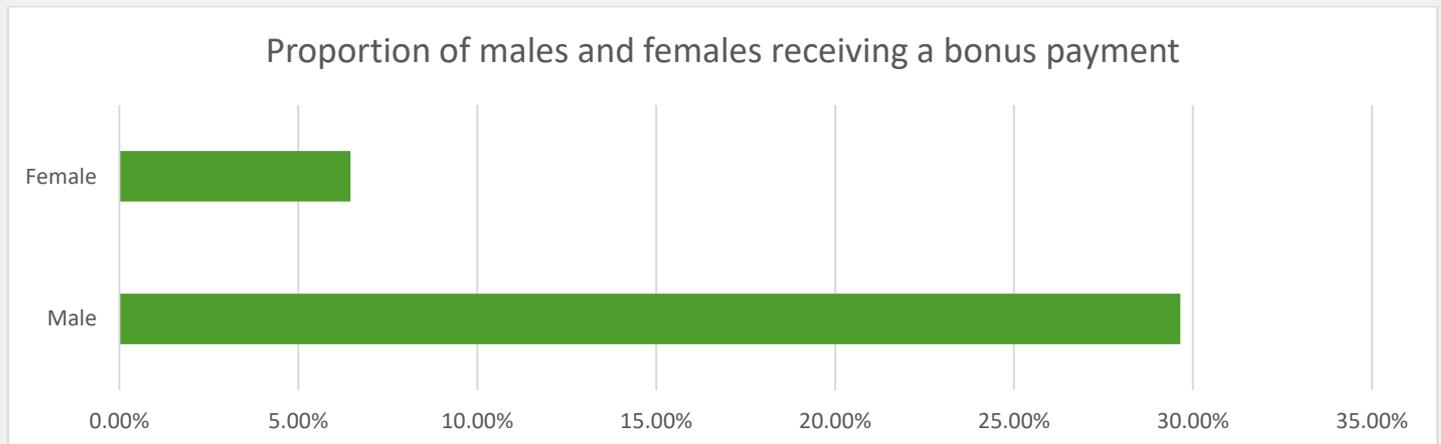


Mean bonus gender pay gap



Median bonus gender pay gap

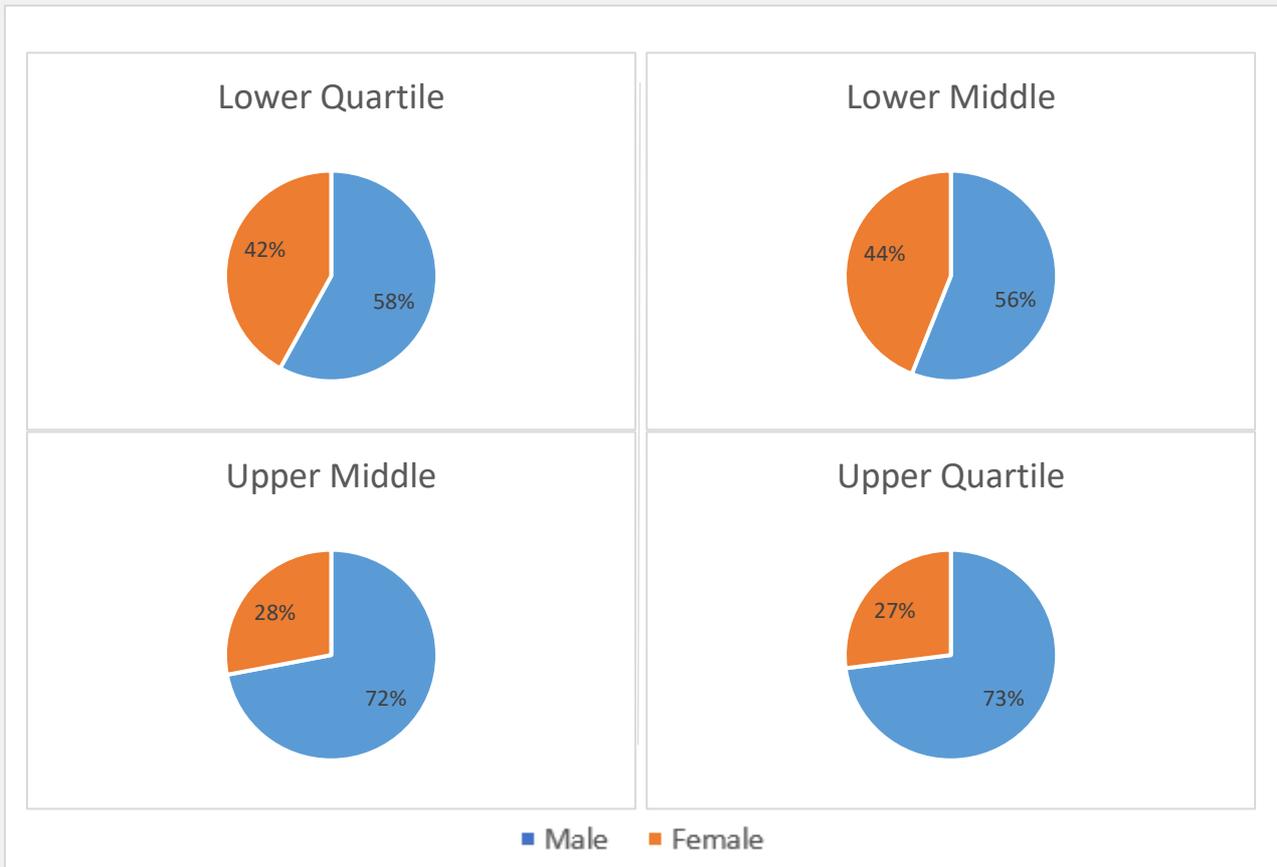
The proportion of males and females receiving a bonus payment:



Our gender bonus gap is primarily driven by having more men than women within our harvesting and management teams, which are the areas that attracted a bonus. At S&A Produce 21.54% of employees took part in a bonus scheme for the period in question. Furthermore, the balance of the workforce was male 65:35, which is reflective of the male dominated agricultural industry.



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 roles. We can confirm that men and women are paid equally for doing equivalent jobs with equivalent experience and have equal opportunity by job role to earn bonuses.

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: 12 March 2026