



Vitacress Herbs Limited 2022 Gender Pay Gap Report

The Vitacress team has one goal: to provide the freshest, tastiest, healthiest and most exciting produce through the year. We are one of the leading suppliers of cut and pot herbs in the United Kingdom. We care for our people and endeavour to protect and enhance nature and the communities in which we work.

The gender pay gap calculations are a snapshot at a defined date as at 5 April of each year. The gender pay gap measures the difference between the average hourly earnings (excluding overtime) of all female and male colleagues, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that females and males are paid the same for carrying out work of equal value. Vitacress Herbs offers fair and equitable pay to all our colleagues, regardless of gender

At the snapshot date, Vitacress Herbs Ltd had 326 colleagues: 157 female and 169 male, which is 48% female and 52% male, overall, a gender balanced business. The information below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean (average) and median (middle value) difference between bonuses paid to females and males in the year up to 5 April 2022 and compares this data against 2021 information.

Gender Pay Gap

	Mean	Median
2022 Gender Pay Gap	13.7%	8.9%
2021 Gender Pay Gap	13.8%	6.8%

2022 UK Gender Pay Gap	13.9%	14.7%
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For 2022, a median gender pay gap of 8.9% means females earn 91p for every £1 males earn when comparing median hourly wages. The 2022 Vitacress Herbs median gender pay gap remains lower than the 2022 UK national median of 14.7% which shows females earn 85p for every £1 males earn.

Analysis indicates: -

- Compared to 2021, the mean pay gap has remained static (13.8%), however the median pay gap has increased from 6.8%
- Vitacress pay gap reflects the 2022 UK national gender pay gap of 13.9% mean and is lower than the UK median of 14.7%
- 64% of females are in the lowest quartiles, whereas 63% of males are in the higher quartiles
- Of those employees who joined since 6 April 2021, there is a fairly even split of those joining in the lower quartiles (35% females and 31% males) however of the 34% of new joiners in the top two quartiles 7% are females and 27% are males
- The three lower quartiles have zero or minimal pay gaps. The lowest two are predominantly weekly paid employees. However, the upper quartile mean (13.5%) and median (10.7%) gap has widened since last year (mean 10.3%, median 6.9%)



- Weekly paid: 66% of this group are female. The gender pay gap is -0.3% (mean) and 0% (median), demonstrating a small mean gap in favour of women
- Monthly paid: 36% of this group are female. The gender pay gap is 7.1% (mean) and -1.7% (median). The gaps have reduced since 2021 (10.2% and 3.5% respectively). The data suggests that typically female pay is slightly higher than male pay in this group, however there are some highly paid males resulting in a mean gap in favour of males

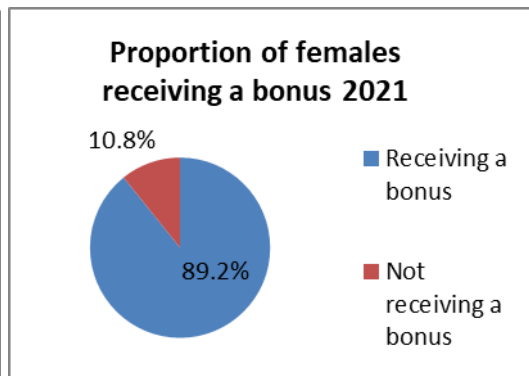
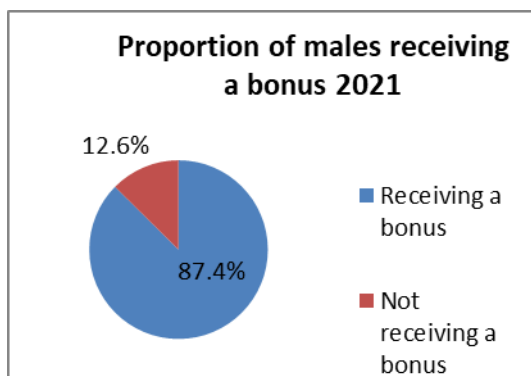
	Number		%		Mean Gap	Median Gap
	Female	Male	Female	Male		
Lower quartile	55	26	68%	32%	-1.4%	0.0%
Lower middle quartile	46	36	56%	44%	-0.3%	-0.7%
Upper middle quartile	28	54	34%	66%	-1.4%	-0.3%
Top quartile	28	53	35%	65%	13.5%	10.7%

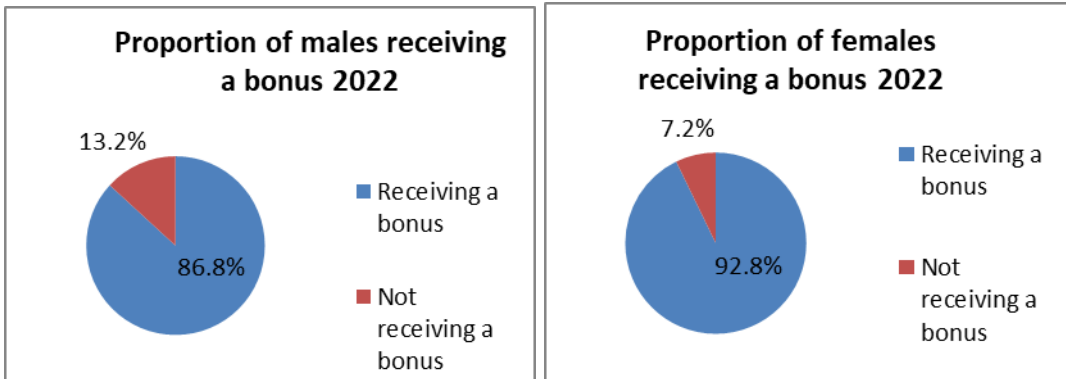
Total Distribution of Female and Male Colleagues by Pay Frequency

Monthly / Weekly	Number		Mean			Median		
	Male	Female	Male	Female	Gap	Male	Female	Gap
Monthly	123	68	£14.75	£13.70	7.1%	£11.55	£11.75	-1.7%
Weekly	46	89	£10.01	£10.04	-0.3%	£10.00	£10.00	0.0%

Gender Bonus Gap

	Mean	Median
2022 Bonus Pay Gap	55.1%	0%
2021 Bonus Pay Gap	26.0%	6.8%





Analysis indicates: -

- Year on year changes should be treated with caution as employee turnover will impact the data
- Overall, the mean and median pay gap has reduced since 2017 however this year there is an increase in the median gap as a result of fewer weekly paid male employees compared to last year
- Some large bonuses received by male employees combined with a smaller Thank you bonus paid compared to last year has caused the significant increase in the mean bonus gap. The median is 0% as the majority of employees only received a Thank you bonus

We continue to:

- Ensure gender is considered during our salary review and decision-making processes ensuring decisions are equitable and free from bias, supported by a recognised market bench marking tool
- Encourage all our colleagues to fulfil their potential by providing learning and development opportunities and succession planning.
- Ensure our talent management processes reflect the gender balance and are transparent and free from bias.
- Support our departments/functions to become more gender balanced by aiming to attract more females into roles typically undertaken by males, and vice versa. We will also aim to have gender balanced applicant pools for our roles.
- Support flexible working where possible.

We confirm the data in this report to be accurate and to comply with the Gender Pay Gap legislation.

David Walmsley
Managing Director

Kerry Mather
Head of Human Resources



If you would like to read the previous Gender Pay Reports for Vitacress Herbs, you can find these on the Vitacress website using the following links:

[Vitacress Herbs 2021 Gender Pay Gap Report](#)

[Vitacress Herbs 2020 Gender Pay Gap Report](#)

[Vitacress Herbs 2019 Gender Pay Gap Report](#)

[Vitacress Herbs 2018 Gender Pay Gap Report](#)

[Vitacress Herbs 2017 Gender Pay Gap Report](#)