



## Vitacress Salads 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 baby leaf salads and bagged salad leaves 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 Salads offers fair and equitable pay to all our colleagues, regardless of gender.

At the snapshot date, Vitacress Salads Ltd had 389 colleagues: 143 female and 246 male, which is 37% female and 63% male. 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	10.5%	10.9%
2021 Gender Pay Gap	6.2%	2.9%
2022 UK Gender Pay Gap	13.9%	14.7%

For 2022, a median gender pay gap of 10.9% means females earn 89p for every £1 males earn when comparing median hourly wages. The 2022 Vitacress Salads median gender pay gap remains lower than the 2022 UK national median of 14.7% which shows that females earn 85p for every £1 males earn.

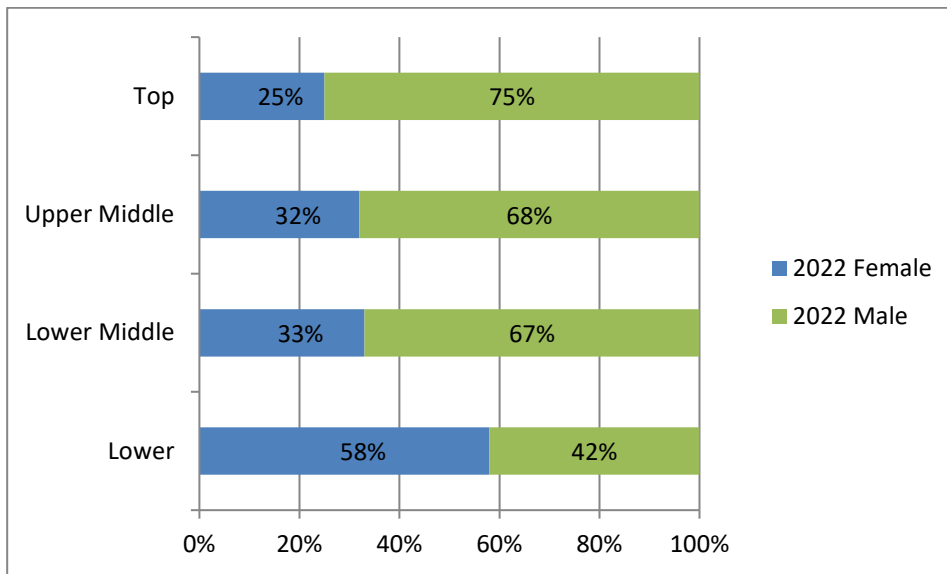
Analysis indicates:-

- Compared to 2021, the mean has increased from 6.2% and the median from 2.9%.
- The increased gaps are due to male pay increasing faster year on year than female pay. Overall, male median pay has increased by 19% whereas female median pay has increased by 10%. This is in part due to a significant increase in the hourly rate in male dominated departments such as Despatch and Transport. The proportion of females in Operations remains stable but year on year the gap has moved from being in favour of females (-4.5% 2021) to 6% in favour of males, again demonstrating male pay moving faster than female.
- Females dominate the lowest two pay bands, above that there are more males in each of the higher bands



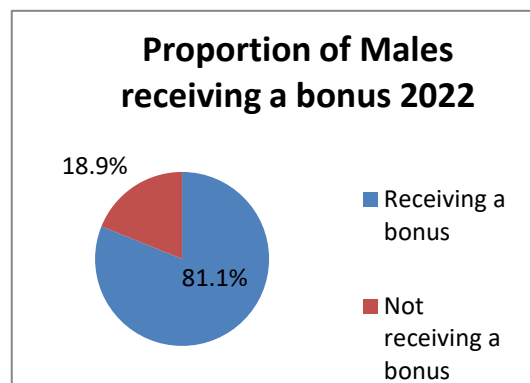
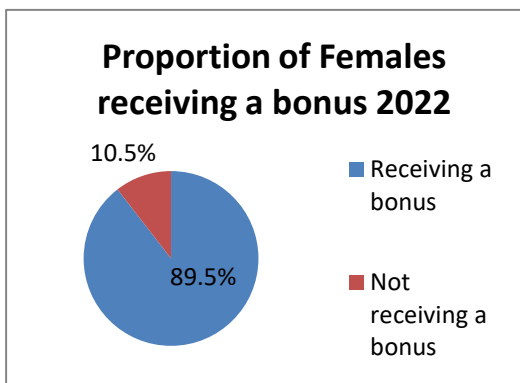
	Number		%		Mean Gap	Median Gap
	Female	Male	Female	Male		
Lower quartile	56	41	58%	42%	2%	2.3%
Lower middle quartile	32	65	33%	67%	0.2%	0.7%
Upper middle quartile	31	67	32%	68%	2.4%	7.4%
Top quartile	24	73	25%	75%	-7.4%	-22.6%

**Total Distribution of Female and Male Colleagues by Hourly Pay Quartile**



**Gender Bonus Gap**

	Mean	Median
2022 Bonus Pay Gap	54.3%	0.0%
2021 Bonus Pay Gap	17.9%	0.0%





Analysis indicates: -

- Overall, the proportion of females receiving a bonus was slightly higher than males. Although bonus achievement for both males and females has decreased, it is mostly new joiners who did not receive a bonus. Females are slightly more likely to receive a bonus than males (89% Female, 81% Males)
- Mean and median bonus levels have reduced year on year for both males and females, however the mean bonus for males has reduced by circa 40% and by females by circa 67% year on year resulting in the mean bonus gap increasing from 17.9% to 54.3%. This is due to many more employees receiving a bonus of less than £100 than last year (66% of females, 59% of males). At the other end, two thirds of bonuses over £5,000 were received by senior male employees
- Weekly: 93% of females and 90% of males received a bonus. The median bonus gap is minimal as typically males and females received similar bonus levels (under £100) however the mean is 8.1% reflecting that more males received a higher bonus than was typical
- Monthly: 86% of females and 73% of males received a bonus. The median gap of -16.4% reflects higher bonuses being typically paid to females. The mean gap is driving the overall figures (59.8%) and reflects larger bonuses received by males in more senior roles

We are pleased as a business to observe that the median pay of females and males continues to compare favourably to the UK national pay gap. We remain committed to understanding the pay and bonus gaps in our business and as an equal opportunities employer we will always choose the right person for the role regardless of their gender.

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 benchmarking 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.

A blue ink signature of Simon Conway.

Simon Conway  
Managing Director

A blue ink signature of Karen Burnley.

Karen Burnley  
Head of Human Resources

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



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

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

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

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

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