



Vitacress Salads Limited

2023 Gender Pay Gap Statement



Introduction

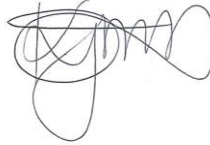
The Vitacress team has one goal: to provide the freshest, tastiest, healthiest and most exciting produce through the year. We are one of the leading suppliers of baby leaf salads and bagged salad leaves in the United Kingdom. We care for our people and endeavour to protect and enhance nature and the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

Compared to 2022 we are very pleased to note all pay and bonus gaps have reduced and there is a minimal difference in the proportion of females and males receiving a bonus. We are also pleased to observe that the median pay of females and males continues to compare favourably to the UK national pay gap.

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



Andrew Eastwood
Managing Director



Kerry Mather
UK Head of Human Resources

Gender Pay Gap

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 474 colleagues: 168 female and 306 male, which is 35% female and 65% male. 436 colleagues were included in the pay gap analysis (152 females and 284 males).

The information on the next page shows our overall mean (average) and median (middle value) gender pay gap based on hourly rates of pay as at the snapshot date.

It also captures the mean and median difference between bonuses paid to females and males in the year up to 5 April 2023 and the proportion of females and males receiving a bonus in this period.

2023 Gender Pay Gap figures

2023 Pay Gap & Bonus Achievement	Female	Male	Percentage %	2022
Mean Pay Gap	£14.62	£16.05	8.9%	10.5%
Median Pay Gap	£13.29	£14.74	9.8%	10.9%
Mean Bonus Pay Gap	£251.17	£362.60	30.7%	54.3%
Median Bonus Pay Gap	£73.52	£73.42	-0.1%	0.0%
Bonus Achievement	85.1%	85.3%	0.2%	-8.4%

For 2023, a median gender pay gap of 9.8% means females earn 90p for every £1 males earn when comparing median hourly wages. The 2023 Vitacress Salads median gender pay gap remains lower than the 2023 UK national median of 14.3% which shows that females earn 86p for every £1 males earn. The Vitacress mean pay gap remains lower than the UK national mean gap at 13.2%

Quartiles 2023	Headcount (Bonus Only Excluded)			Percentage %	
	Total	Female	Male	Female	Male
Lower	109	62	47	57%	43%
Lower Middle	109	35	74	32%	68%
Upper Middle	109	32	77	29%	71%
Upper	109	23	86	21%	79%

Positive Action

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 will continue to: –

- Ensure reward policies and decisions are equitable and free from bias
- Encourage all our colleagues to fulfil their potential
- Ensure our talent management processes reflect the gender balance and are transparent and free from bias. We will also aim to have gender balanced applicant pools for our roles
- Support our departments/functions to become more gender balanced by aiming to attract more females into roles typically undertaken by males, and vice versa.
- Support flexible working where possible