

# 2023 Gender Pay Gap Report

Greenvale AP Ltd is a subsidiary of Produce Investments Ltd and operates within the fresh produce sector, predominantly growing and packing fresh potatoes. This Gender Pay Gap Report is based on data as at 5th April 2023. At this date, there were 352 reportable staff with 248 (70.5%) being male and 104 (29.5%) being female.

## Our Pay and Bonus Gender Gap is as follows:

	Mean	Median
Pay	5.5%	0.5%
Bonus	-209.8%	50%



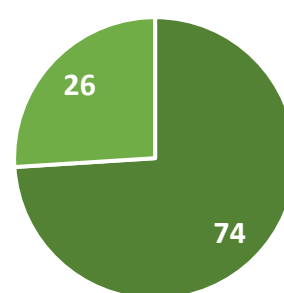
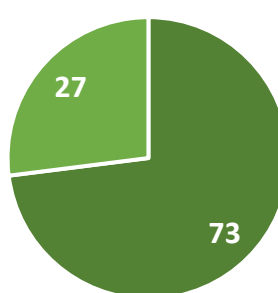
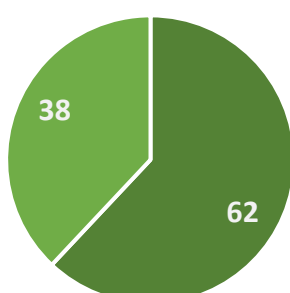
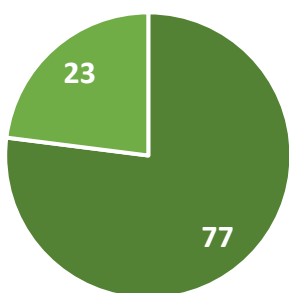
## The proportion of males/females in each quartile pay band is as follows:

Lower Quartile

Lower Middle

Upper Middle

Upper Quartile



■ Male ■ Female

## Commentary:

- According to the Office For National Statistics, the 2022 UK Gender Pay Gap (GPG) was 8.3% for full-time employees.
- Greenvale's GPG has increased by 4.1% (median) and 7.7% (mean) since 2022.
- There are no differences in pay rates for different genders occupying equivalent roles.
- The difference in the mean bonus figures are explained by a small number of bonuses paid to some females, which has skewed results.
- The %age of females receiving a bonus was 14.4% compared with 12.1% of males.
- The number of females in the business reduced by 20% compared with males 27.5% v 2022.

Andy Ferguson, HR Director. 1<sup>st</sup> August 2023.