

# GENDER PAY GAP REPORT 2021

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PRODUCE WORLD GROUP LIMITED



# 2021 Gender Pay Gap Report

## Introduction

Produce World Group Limited is a grower, supplier, and distributor of a range of conventional, organic and specialty fresh produce.

This report provides details of our latest information relating to Gender Pay Gap and is based upon data as of 5<sup>th</sup> April 2020. At this point in time, the company had 442 relative employees, 199 of which were men and 243 were women.

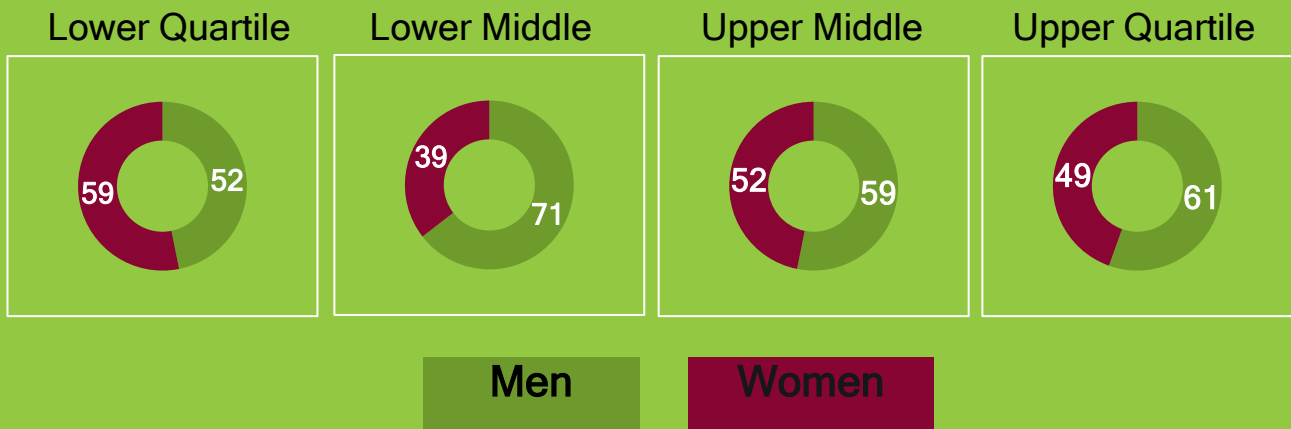
## Pay and Bonus Gender Gap

	Mean	Median
Hourly pay gap	16.06%	-1.63%

	Mean	Median
Bonus pay gap	-24.31%	-25%

	Male	Female
Bonus received	1.23%	1.01%

## Pay Band Quartiles by Gender



# Commentary

- The median Gender Pay Gap within Produce World Group Limited is lower than that of the UK average.
- Where women hold the same role as men within the business, there are no differences between pay rates.
- The proportion of men within the median and upper quartiles, provides the underpinning reason for the company's mean Gender Pay Gap
- The difference between numbers of men and women receiving a bonus is due to a slightly higher number of men in the relative period achieving long service bonus awards in the reporting period.

The Produce World Group commits to reviewing its GPG at regular intervals.



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James Barker  
CEO  
28 April 2021

