

GENDER PAY GAP REPORT 2023

PRODUCE WORLD GROUP LIMITED
(T/A BURGESS FARMS)



2023 Gender Pay Gap Report

Introduction

Produce World Group Limited (Burgess Farms) 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 5th April 2022. At this point in time, the company had 474 relative employees, 255 of which were men and 219 were women.

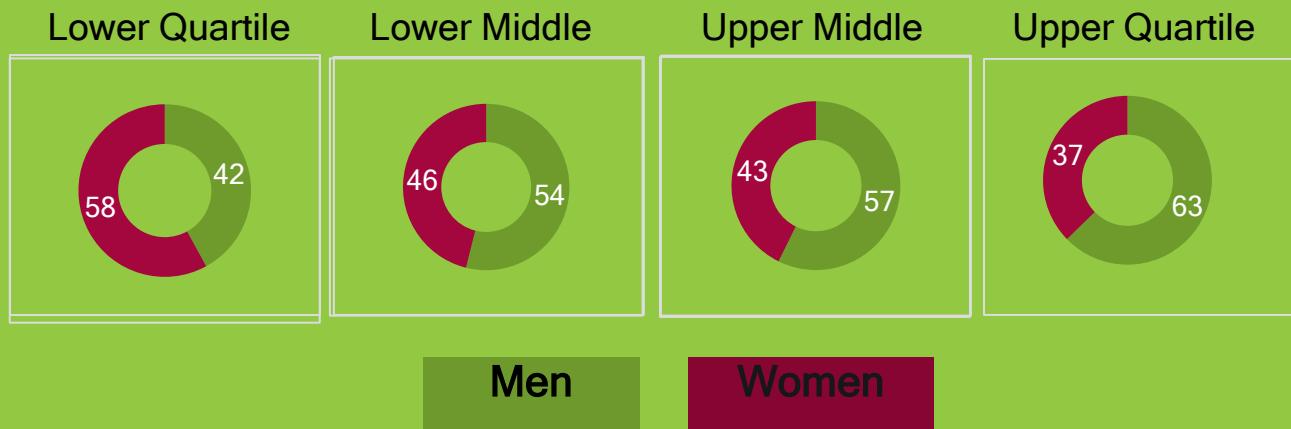
Pay and Bonus Gender Gap

	Mean	Median
Hourly pay gap	22.23%	4.86%

	Mean	Median
Bonus pay gap	70.19%	0%

	Male	Female
Bonus received	81.96%	94.52%

Pay Band Quartiles by Gender



Commentary

- The median Gender Pay Gap within Produce World Group Limited is higher 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 number of men receiving a bonus in the reporting period is slightly higher than the number of women receiving a bonus, however the percentage of women receiving a bonus is slightly higher. In the reporting year, most employees received an 'attendance' bonus to aid retention during our peak time.

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



James Barker
CEO
6 March 2023



BURGESS FARMS