

GENDER PAY GAP REPORT 2024

PRODUCE WORLD GROUP LIMITED
(T/A BURGESS FARMS)



2024 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 2023. At this point in time, the company had 432 relative employees, 223 of which were men and 209 were women.

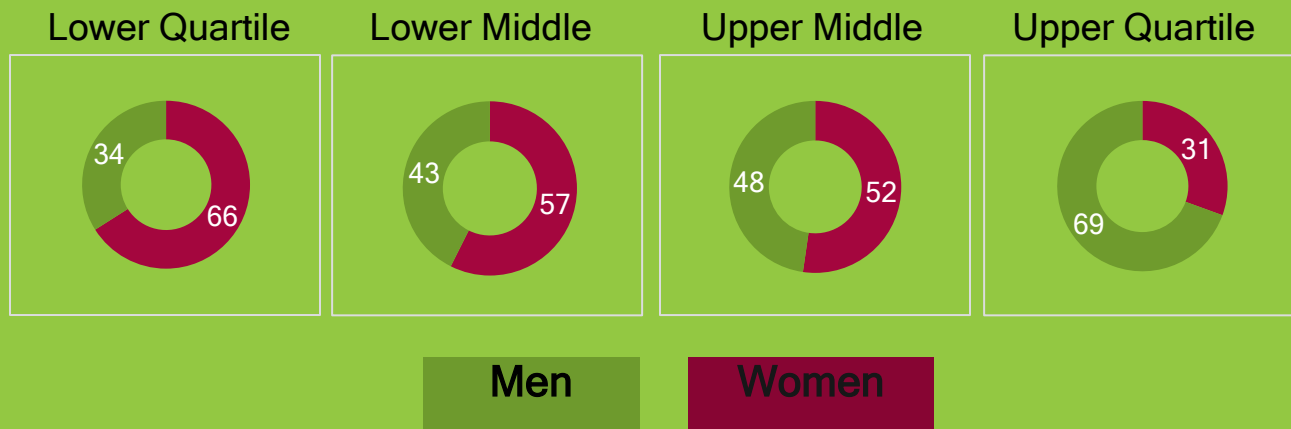
Pay and Bonus Gender Gap

| | Mean | Median |
|----------------|--------|--------|
| Hourly pay gap | 23.92% | 9.5% |

| | Mean | Median |
|---------------|---------|--------|
| Bonus pay gap | -25.42% | -100% |

| | Male | Female |
|----------------|-------|--------|
| Bonus received | 8.97% | 9.57% |

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 the same as the number of women receiving a bonus.

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



James Barker
CEO
28 February 2024



BURGESS FARMS