





## Gender Pay Gap Report 2025

Produce World Group Limited (Burgess Farms) is a grower, supplier and distributor of a range of conventional, organic and speciality 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 2024.

At this point in time, the company had 349 relevant employees, 186 of which were men and 163 were women.

# Pay and Bonus Gender Gap

	Mean	Median
Hourly Pay Gap	16.05%	1.26%

	Mean	Median
Bonus Pay Gap	50.16%	0%

	Male	Female
Bonus received	39.25%	38.65%



# Pay Band Quartiles by Gender



## Commentary

- The median Gender Pay Gap within Produce World Group Ltd (Burgess Farms), 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. Weekly paid bonus was introduced in 2024 to improve frontline performance.
- Produce World Group Ltd (Burgess Farms), commits to reviewing its GPG at regular intervals.



James Barker  
CEO  
21 March 2024