



Vitacress Herbs Limited 2018 Gender Pay Gap Report

The Vitacress team has one goal: to provide the freshest, tastiest, healthiest and most exciting produce through the year. We are one of the leading suppliers of cut and pot herbs in the United Kingdom. We care for our people and endeavour to protect and enhance nature and the communities in which we work.

The gender pay gap calculations are a snapshot at a defined date as at 5 April of each year. The gender pay gap measures the difference between the average earnings of all female and male employees, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that females and males are paid the same for carrying out work of equal value. Vitacress Herbs offers fair and equitable pay to all our employees, regardless of gender.

Gender Pay Gap

	Mean	Median
2018 Gender Pay Gap	21.1%	16.8%
2017 Gender Pay Gap	16.8%	17.4%
UK Gender Pay Gap	17.4%	18.4%

The Vitacress Herbs median gender pay gap has decreased marginally from our 2017 figure and remains lower than the UK national median gender pay gap. This gap occurs because of the unequal distribution of females and males across the company. For 2018 the pay gap (mean and median) for the first three quartiles (ascending) is almost zero.

Bonus Pay Gap

	Mean	Median
2018 Bonus pay gap	33.1%	-21%
2017 Bonus pay gap	64.2%	15.9%

	Female	Male
2018 Proportion receiving a bonus	22%	27.3%
2017 Proportion receiving a bonus	11%	15%

The Vitacress Herbs median bonus pay gap has moved significantly in favour of females, compared to our 2017 figure. Year on year the number of employees receiving bonus has increased; the percentage of females receiving a bonus has doubled and typically females have received higher bonuses than males.

Total Distribution of Female and Male Employees by Hourly Pay Quartile

Quartile	2018 Female	2018 Male	2017 Female	2017 Male
Lower	72%	28%	64%	36%
Lower Middle	62%	38%	63%	37%
Upper Middle	46%	54%	42.5%	57.5%
Top	32%	68%	35%	65%

As a business there are marginally more females than males overall. However female representation decreases as roles become more senior and female under-representation occurs within specialist roles, both of which typically attract higher levels of pay and benefits.

Vitacress Herbs remains committed to understanding the pay and bonus gaps in its business. We have identified three areas of focus: –

- Encouraging all of our employees to fulfil their potential
- Ensuring our talent management processes reflect the gender balance
- Support single gender departments/functions to become more gender balanced

We confirm the data in this report to be accurate and to comply with the Gender Pay Gap legislation.



Simon Conway
Managing Director



Karen Burnley
Head of Human Resources