



Vitacress Herbs Ltd 2017 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 gives a snapshot of the gender balance within Vitacress Herbs. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that men and women 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.

Vitacress Herbs Gender Pay Gap

| | Mean | Median |
|--------------------------------|-------------|---------------|
| Vitacress Herbs Gender Pay Gap | 16.8% | 17.4% |
| UK Gender Pay Gap | 17.4% | 18.4% |

We are pleased to report the Vitacress Herbs gender pay gap is lower than the UK national gender pay gap. This is because we pay spot rates for most roles, regardless of gender. However, there are many reasons for a gender pay gap. Our business is subject to seasonal variances throughout the year. For many of our employees earnings can vary during our busy seasons and the hours and shift patterns worked. The gender pay gap calculations are a snapshot at a defined date as at 5 April. While our gender pay gap is better than the UK national gender pay gap, we aspire to continuously improve.

Bonus Pay Gap

| | Mean | Median |
|---------------|-------------|---------------|
| Bonus Pay Gap | 64.2% | 15.9% |

| | Female | Male |
|------------------------------|---------------|-------------|
| Proportion Receiving a Bonus | 11% | 15% |

The mean bonus gap is 64.2%. This is because at the most senior levels in the organisation there is greater male representation in those roles.

Total Distribution of Male and Female Employees by Hourly Pay Quartile

| Quartile | Male | Female |
|-----------------|-------------|---------------|
| Lower | 36.1% | 63.9% |
| Lower Middle | 37.0% | 63.0% |
| Upper Middle | 57.5% | 42.5% |
| Top | 65.3% | 34.7% |

Vitacress Herbs is committed to understanding the pay and bonus gaps in its business. The gender pay gap figures and distribution of male and female employees highlight two key points which we will make all efforts to address:-

- There is higher male representation in the upper middle and top quartiles
- There is significantly higher female representation in the lower and lower middle quartiles

Vitacress Herbs will endeavour to minimise the impact within our business.

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



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Managing Director



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Human Resources Business Partner