



Vitacress Salads 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 baby leaf salads and bagged salad leaves 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 Salads offers fair and equitable pay to all our employees, regardless of gender.

Gender Pay Gap

	Mean	Median
2018 Gender Pay Gap	8.4%	8.2%
2017 Gender Pay Gap	10.8%	5.7%
UK Gender Pay Gap	17.4%	18.4%

The Vitacress Salads median gender pay gap, whilst remaining significantly lower than the UK national median gender pay gap, has increased from our 2017 figure. The hourly rates of pay for both genders (mean & median) has increased year on year for all quartiles except for the median of females in the top quartile. This is driving the increase in the median gap. However the mean pay gap has decreased.

Bonus Pay Gap

	Mean	Median
2018 Bonus Pay Gap	36.8%	2.1%
2017 Bonus Pay Gap	63.1%	5.5%

	Female	Male
2018 Proportion Receiving a Bonus	21.6%	28.5%
2017 Proportion Receiving a Bonus	15.5%	14.1%

The Vitacress Salads median bonus pay gap has decreased by more than half and the mean gap has decreased significantly compared to our 2017 figures. Year on year the number of employees receiving bonus has increased for females and males.

Total Distribution of Female and Male Employees by Hourly Pay Quartile

Quartile	2018 Female	2018 Male	2017 Female	2017 Male
Lower	48%	52%	41%	59%
Lower Middle	38%	62%	32%	68%
Upper Middle	33%	67%	36%	64%
Top	26%	74%	24%	76%

As a business there are more males than females overall. There are more males than females in all quartiles. The proportion of females decreases significantly with seniority.

Vitacress Salads 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.



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Managing Director



Karen Burnley
Head of Human Resources