



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

Vitacress Salads Gender Pay Gap

| | Mean | Median |
|---------------------------------|-------------|---------------|
| Vitacress Salads Gender Pay Gap | 10.8% | 5.7% |
| UK Gender Pay Gap | 17.4% | 18.4% |

We are pleased to report the Vitacress Salads 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. Whilst our gender pay gap is better than the UK national gender pay gap, improvements can be made.

Bonus Pay Gap

| | Mean | Median |
|---------------|-------------|---------------|
| Bonus pay gap | 63.1% | 5.5% |

| | Female | Male |
|------------------------------|---------------|-------------|
| Proportion receiving a bonus | 15.5% | 14.1% |

The mean bonus gap is 63.1%. 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 | 59.1% | 40.9% |
| Lower Middle | 67.8% | 32.2% |
| Upper Middle | 64.3% | 35.7% |
| Top | 76.3% | 23.7% |

Vitacress Salads 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:-

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

Vitacress Salads will endeavour to minimise the impact of the aforementioned points.

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



Chris Hall
Managing Director



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