



Vitacress Herbs Limited 2019 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 hourly earnings (excluding overtime) 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

At the snapshot date, Vitacress Herbs Ltd had 295 employees: 153 female and 142 male, which is 52% female and 48% male. The information below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean (average) and median (middle value) difference between bonuses paid to females and males in the year up to 5 April 2019 and compares this data against 2018 information.

Gender Pay Gap

	Mean	Median
2019 Gender Pay Gap	15.9%	12.5%
2018 Gender Pay Gap	21.1%	16.8%
2019 UK Gender Pay Gap	17.1%	17.9%

For 2019, a median gender pay gap of 12.5% means females earn 87p for every £1 males earn when comparing median hourly wages. This shows a positive change from 2018, where the median gender pay gap of 16.9% means females earn 83p for every £1 males earn. The 2019 Vitacress Herbs median gender pay gap remains lower than the 2019 UK national median of 17.9% which means females earn 82p for every £1 males earn.

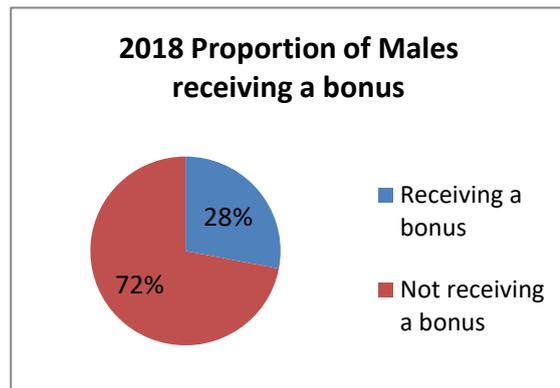
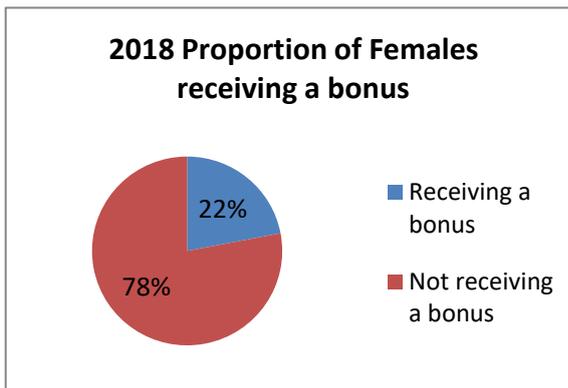
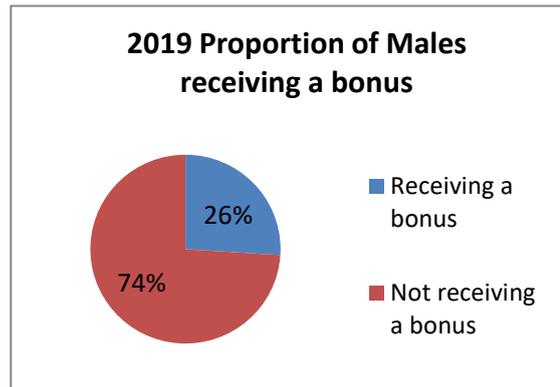
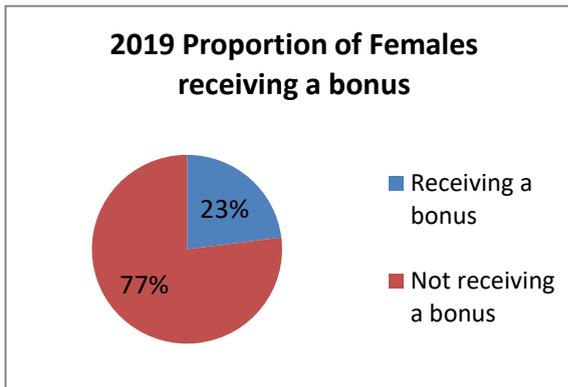
An analysis of the mean and median pay gaps by each quartile show very small gaps, if any, between the pay of females and males.

	Number		%		Mean Gap	Median Gap
	Female	Male	Female	Male		
Lower quartile	51	23	69%	31%	-2%	0%
Lower middle quartile	37	37	50%	50%	2%	2%
Upper middle quartile	39	34	53%	47%	4%	9%
Top quartile	26	48	35%	65%	3%	9%



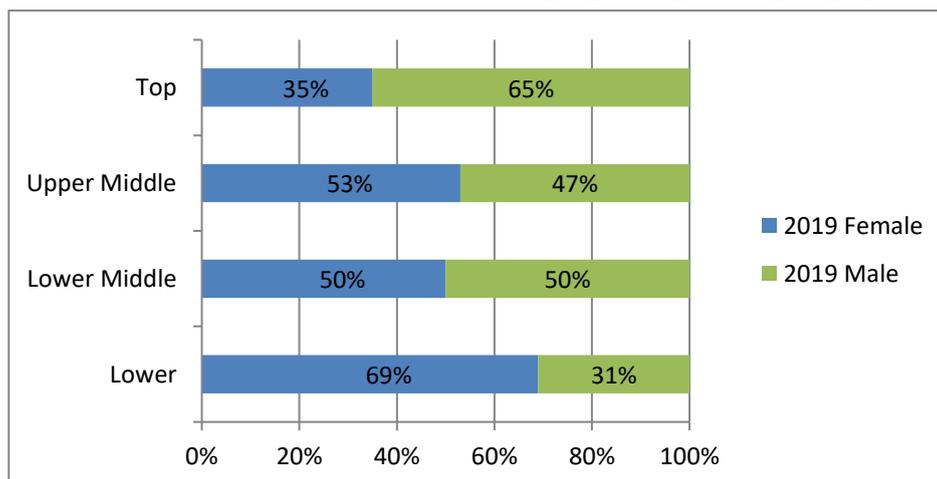
Gender Bonus Gap

	Mean	Median
2019 Bonus Pay Gap	36.9%	48.9%
2018 Bonus Pay Gap	33.1%	-21%



The 2019 mean bonus pay gap has not significantly changed compared to the 2018 figures however the median bonus pay gap has increased due to a positive rise in numbers of females within the lower middle and upper middle quartiles.

Total Distribution of Female and Male Employees by Hourly Pay Quartile





As a business there are more females than males overall, with the lower quartile having the most significant proportion of females in comparison to males (68.9% females compared to 31.1% males). The proportion of females to males through the lower middle and upper middle quartiles is fairly equal; however the top quartile demonstrates the lowest proportion of females at 35.1%, which is a slight increase in comparison to 2018.

We are very pleased as a business to observe that the differences in both the mean and median pay of females and males compares favourably to the UK national pay gap. We remain committed to understanding the pay and bonus gaps in our business and as an equal opportunities employer we will always choose the right person for the role regardless of their gender.

We have identified a number of areas of focus: –

- To ensure gender is considered during our salary review and salary decision making processes ensuring decisions are equitable and free from bias.
- We will continue to encourage all of our employees to fulfil their potential by providing learning and development opportunities and succession planning.
- Ensuring our recruitment and talent management processes are transparent and free from bias.
- Support our departments/functions to become more gender balanced by aiming to attract more females into roles typically undertaken by males, and vice versa. We will also aim to have gender balanced applicant pools for our roles.
- Support flexible working for all employees by promoting opportunities to work flexibly.
- Continue to encourage progression of employees at all levels through initiatives focussed on encouraging career discussions and personal development through our specifically focussed talent management processes.

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

A blue ink signature of Simon Conway, consisting of stylized initials and a surname.

Simon Conway
Managing Director

A blue ink signature of Karen Burnley, featuring a cursive style with the name clearly legible.

Karen Burnley
Head of Human Resources

If you would like to read the previous Gender Pay Reports for Vitacress Herbs you can find these on the Vitacress website using the following links:

[Vitacress Herbs 2018 Gender Pay Gap Report](#)
[Vitacress Herbs 2017 Gender Pay Gap Report](#)