



Vitacress Salads 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 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 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 Salads offers fair and equitable pay to all our employees, regardless of gender.

At the snapshot date, Vitacress Salads Ltd had 410 employees: 151 female and 259 male, which is 37% female and 63% 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	6.3%	6.9%
2018 Gender Pay Gap	8.4%	8.2%
2019 UK Gender Pay Gap	17.1%	17.9%

For 2019, a median gender pay gap of 6.9% means females earn 93p for every £1 males earn when comparing median hourly wages. This is a positive change from 2018, where the median gender pay gap of 8.2% showed that females earned 92p for every £1 earned by males. The 2019 Vitacress Salads median gender pay gap remains significantly lower than the 2019 UK national median of 17.9% which shows that females earn 82p for every £1 males earn.

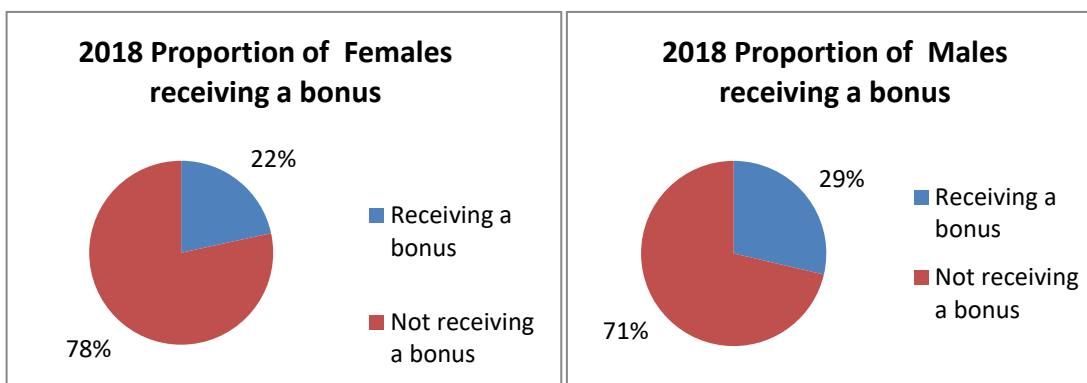
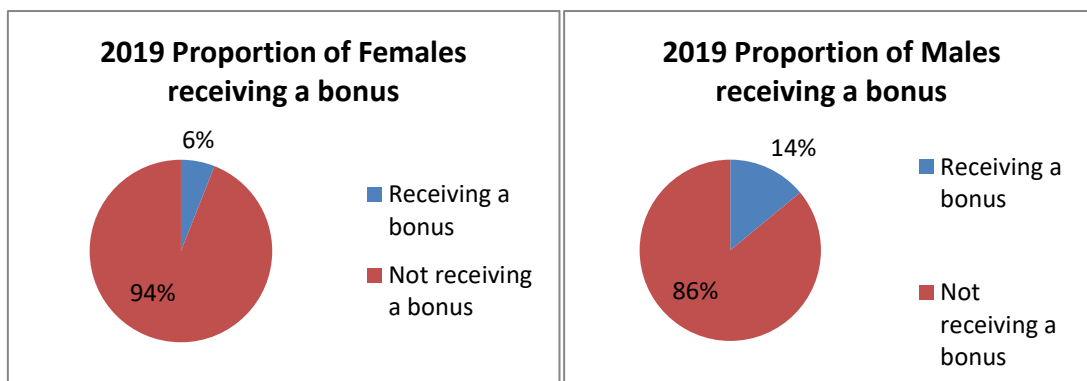
An analysis of the mean and median pay gaps by each quartile show very small gaps, if any, between the pay of females and males.

	Number		%		Mean Gap	Median Gap
	Female	Male	Female	Male		
Lower quartile	46	57	45%	55%	2%	3%
Lower middle quartile	41	61	40%	60%	0%	-2%
Upper middle quartile	33	69	32%	68%	1%	0%
Top quartile	31	72	30%	70%	-2%	-4%



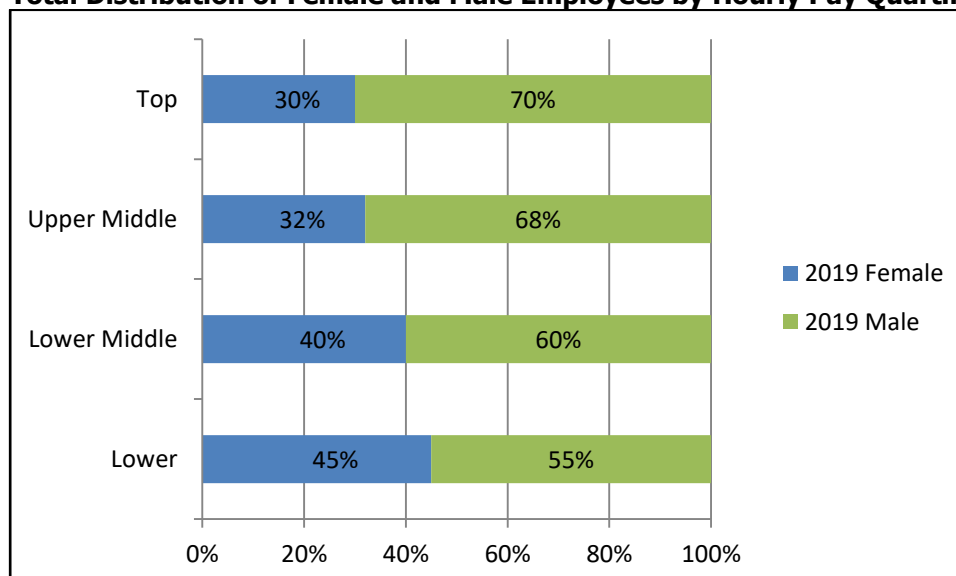
Gender Bonus Gap

	Mean	Median
2019 Bonus Pay Gap	-57.2%	-266.5%
2018 Bonus Pay Gap	36.8%	2.1%



The 2019 mean and median bonus pay gaps have changed significantly compared to the 2018 figures because the proportion of staff receiving a bonus decreased.

Total Distribution of Female and Male Employees by Hourly Pay Quartile





As a business there are fewer females than males overall and in all quartiles. The proportion of females decreases with seniority however the representation of females in the top quartile has increased.

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 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 talent management processes reflect the gender balance and 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.

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

A blue ink signature of Mike Sheldon, consisting of a stylized 'M' and 'S' followed by a horizontal line.

Mike Sheldon
Managing Director

A blue ink signature of Kirstie Shannon, written in a cursive style.

Kirstie Shannon
Head of Human Resources

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

[Vitacress Salads 2018 Gender Pay Gap Report](#)

[Vitacress Salads 2017 Gender Pay Gap Report](#)