

BARWAY SERVICES LTD

GENDER PAY GAP

REPORT

2023-2024





GENDER PAY GAP REPORT 2024-2023

As an organisation anchored in our core values of Trust, Efficiency, Quality, Expertise and Can do we remain committed to reduce our gender pay gap as we pursue our culture change programme and journey to become a Great Place to Work for All.

The 2023-24 fiscal year saw the continuation of an unprecedented rise in inflationary costs and economic conditions. However, it is important that we continue to face these challenges with our people at the forefront of our business and people plans.

We have made significant improvements on our culture change programme and journey in becoming a Great Place to Work for All with 11 out of our 12 businesses achieving Great Place to work accreditation for 2023/2024. Therefore, remaining focused on ensuring we are an employer that our employees are proud to work for.



WHAT IS THE GENDER PAY GAP (GPG)?

The Gender Pay Gap is a metric that quantifies the disparity in average earnings between male and female employees across an entire organisation, regardless of the roles they perform within the business.

It is crucial to distinguish the Gender Pay Gap from equal pay comparisons, which assess the remuneration discrepancies between men and women engaged in the same or similar job roles.

HOW DO WE MEASURE THE GAP?

The government provides specific calculations on how the Gender Pay Gap is calculated with detailed guidance on formulating the date to present the following:

- The mean and median pay gap
- The mean and median bonus
- The proportion of male and female employees who receive a bonus
- The proportion of male and female employees within each pay quartile

MEAN PAY GAP

The mean gender pay gap is the difference in the average hourly pay for women compared to men.

MEDIAN PAY GAP

The median represents the mid-point of a population if you separately lined up all women and men from lowest to highest paid. The median pay gap is the difference between the hourly rate for the middle women compared to the middle man.

UNDERSTANDING OUR WORKFORCE PROFILE

We are one of Europe's leading fresh produce companies. We are an international marketing led farming business. Established in 1952, we are fully vertically integrated and is driven by market leading innovation and customer insight. We supply customers across UK, Europe and the USA. The company is, at its heart, a family business with very strong values for its people, its customers, and its suppliers, as well as enormous respect for the environment and nature.

Barway Services Ltd (BSL) is part of the G's brand and is required to publish an annual Gender Pay Gap report.

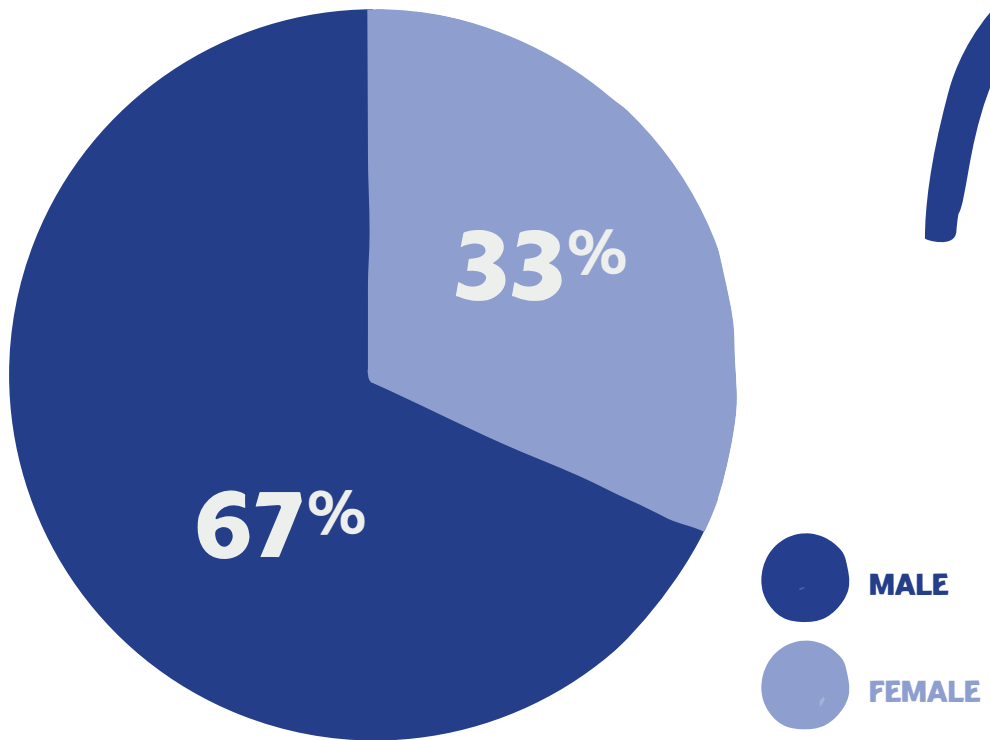
We employed as of 5th April 2024, 551 employees which was down 18% vs 2023 (671).



WE EMPLOY
551
EMPLOYEES



TOTAL WORKFORCE



The movement in the gender breakdown of our workforce vs 2023 was minimal with a 1% increase in the number of females employed.

WHAT IS OUR GENDER PAY GAP?

	MEAN	MEDIAN
HOURLY	3.55%	3.54%

MEAN AND MEDIAN PAY GAP

The mean pay gap demonstrates that on average men are paid **3.55%** more, in £ value this represents **£0.44** higher than women. This is a decrease from our 2023 levels.

The median pay gap shows that on average men are paid **3.54%** more, in £ value this represents **£0.39** higher than women. This is an increase from last year.

The workforce comprises of **67%** male and **33%** female, which is a move of **1%** from last year's reporting (68/32 ratio).

MEAN AND MEDIAN BONUS GAP

	MEAN	MEDIAN
BONUS	55%	44%

- Our mean bonus gap highlights on average men are paid **55%** more than women, which is down by **18%** from last year.
- Our median bonus gap has, again, been reduced by **18%**, with men being paid **44%** more than women.

PROPORTION OF COLLEAGUES AWARDED A BONUS

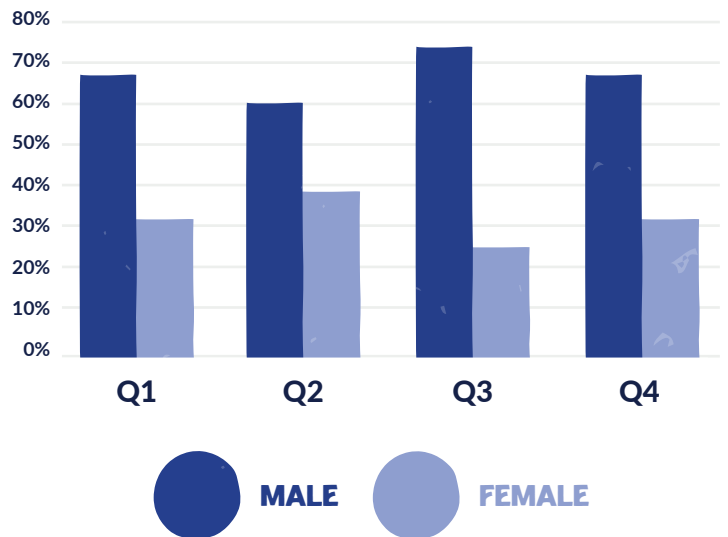
We have **2%** of males who are awarded a bonus and **4%** of female colleagues; however, we need to understand despite our proportion of male colleagues being lower than females receiving bonus why their average bonus is higher. We will need to ensure we review this based on job role and their bonus potential.

There are **98%** of males who are not receiving a bonus which has increased vs year last and **96%** of women, which has also increased vs last year.

PAY QUARTILE PROPORTIONS

Pay quartile represents the pay rates from the lowest to highest, split into equal-sized groups, with the percentage of men and women represented in each quartile.

PAY QUARTILE PERCENTAGES



WE NEED TO ENSURE WE UNDERSTAND THE REASONS RELATING TO JOB ROLE AND THEIR BONUS POTENTIAL

ADDRESSING THE GAP

At BSL, men and women receive equal pay for the same or broadly similar work, which is apparent when reviewing our mean and median pay gap. However, that does not mean we stop there. We know there is work within our Bonus mean and median gap and therefore as a business we need to understand why, despite fewer men receiving a bonus, their bonus payment potential is higher.

HOW IS BSL GOING TO ADDRESS ITS GENDER PAY GAP?

Our **HOW** key drivers should not change year on year, they remain the focus point as they are key to closing our gaps however these will evolve over time:

Great Place To Work

- 11 out of our 12 businesses achieved Great Place to work accreditation for 2023/2024.
- We will continue to drive and focus on retaining this and achieving this for our remaining business unit.

Reward & Recognition

- Across the group Bonus Schemes will be reviewed to ensure that they offer a consistent and impartial framework.
- The development of comprehensive reward and benefits strategies must keep pace with business needs to attract, retain and engage the whole workforce.

Diversity & Inclusion

- We continue to be committed to improve our interviewing process to ensure wherever possible there is a gender split in the talent pool.
- Continual development of our ED&I learning via our G's learning and Performance Hub.

L&D

- Group-Wide Mentoring programme: We launched our mentoring programme which is focused on talent development across the organisation.
- Ongoing Managerial development at Level 3 and 4.
- Management Development Programme – Level 5 is our Unthink Programme which supports the development of our people.

DECLARATION

We confirm the information and data is accurate and has been calculated in line with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

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