

FROZEN

Greenyard Frozen UK Ltd

Our Gender Pay Gap Report 2017

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish data every year showing how large the pay gap is between their male and female employees.

Under the legislation, employers are required to report the following:

- The difference in the mean pay of full-pay men and women, expressed as a percentage
- The difference in the median pay of full-pay men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The proportion of full-pay men and women in each of four quartile pay bands

About us

Greenyard Frozen is a division of Greenyard, a global market leader in fresh and prepared fruit and vegetables, flowers and plants, fresh food logistic services and growing media.

Greenyard Frozen is a worldwide market leader in frozen foods. We transform freshly harvested vegetables and fruits into food products that are easy to store, conserve and consume. Our products respond to the needs of modern consumers who want to enjoy healthy and tasty food, with a minimum of preparation time. We offer our customers – including retailers, food service companies and the food industry in general – a wide range of innovative and high-quality products, excellent service, and advanced logistics.

Greenyard Frozen started out more than 50 years ago as a small local enterprise, and grew into an international producer and supplier of fresh-frozen vegetables and fruits. Today, we run ten production sites at strategic locations in some of the most fertile regions in Europe. Thanks to our international sales and distribution network, our products are now available to consumers all over the world.

This is our Gender Pay Gap report for Greenyard Frozen UK Ltd (comprising of two sites in Kings Lynn, Norfolk and Boston, Lincolnshire) for the snapshot date of 5th April 2017.



Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Nigel Terry".

Nigel Terry,
Managing Director UK,
Greenyard Frozen UK Ltd

Pay calculated for the pay period including 05/04/2017

Bonus calculated for the year 06/04/2016 to 05/04/2017

Pay Differences

The pay differences are expressed as the difference between the mean/median hourly rate/bonus for men and women as a percentage of the men's rate/bonus pay. Positive values mean that the average rate for men is greater than for women.

Pay Differences	(%)
Mean gender pay gap in hourly pay	14.34
Median gender pay gap in hourly pay	13.74
Difference in mean bonus payments	41.31
Difference in median bonus payments	34.27

Our data was collected as at the snapshot date of 5th April 2017. Although we are classed as a 'relevant employer' with over 250 employees, our workforce comprised of 236 'full-pay relevant employees' at this date, for the purpose of this report. This consisted of 54 women and 182 men. The figures show that Greenyard Frozen UK Ltd has a mean gender pay gap of 14.34% and a median gender pay gap of 13.74%.

The bonus payment calculations were based on all 'relevant employees' as required under the reporting legislation.

In common with the manufacturing sector, our workforce at Greenyard Frozen UK is predominantly male. Given that 79% of our workforce is male it is also the case that men outnumber women at every level of Greenyard Frozen UK.

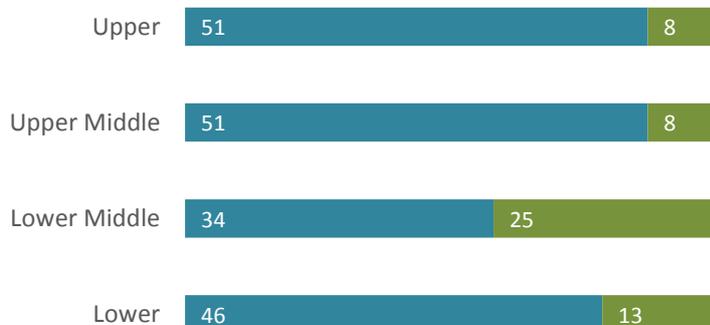
Number of men and women in each pay quartile



Women



Men



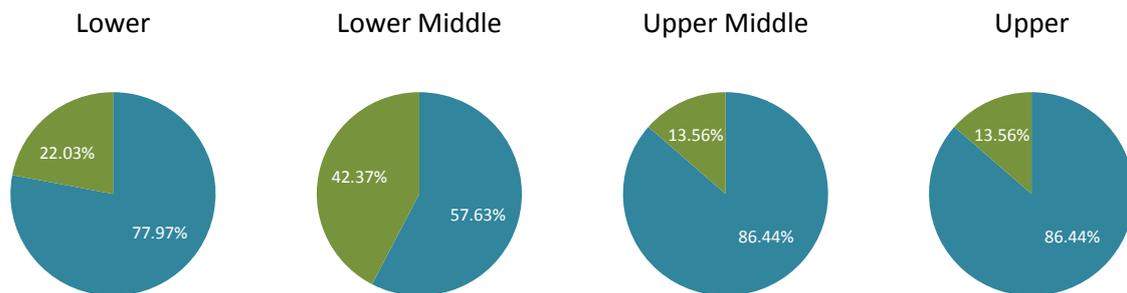
Over half of men (102) were in roles in the upper and upper middle quartiles and 80 men were in the lower middle and lower quartiles.

This compares with 16 women in the upper and upper middle quartiles and 38 women in the lower middle and lower quartiles.

The greater proportion of the male workforce in the upper pay quartiles along with the greater proportion of the females in the lower pay quartiles has an impact on our gender pay gap.

Proportion of men and women in each pay quartile (%)

The charts below illustrate the gender distribution at Greenyard Frozen UK Ltd across four equally sized quartiles of the workforce.



Quartile figures are calculated by dividing the pay rates into four equal groups from the lowest to the highest and working out how many male and female employees are in each group.

Greenyard Frozen UK Ltd is committed to the principle of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic).

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women occupy within the business and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles. This pattern is reflected in the make-up of Greenyard Frozen UK's workforce.

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Greenyard Frozen UK's gap compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. Greenyard Frozen UK Ltd's mean gender pay gap at 14.34% is therefore lower than that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 18.4%. Greenyard Frozen UK Ltd's median gender pay gap at 13.74% is therefore lower than that for the whole economy.

Bonus Pay Differences

The percentage of employees receiving bonuses are simply based on the numbers of 'relevant' male and 'relevant' female employees identified as having received some kind of bonus payment in the year.

Proportion of men and women receiving a bonus payment



Women

76.67% were paid a bonus



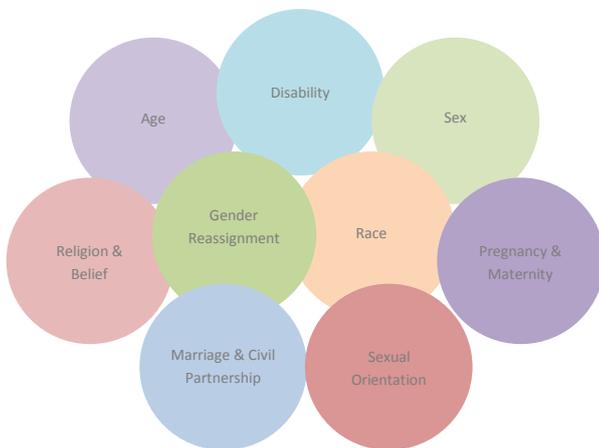
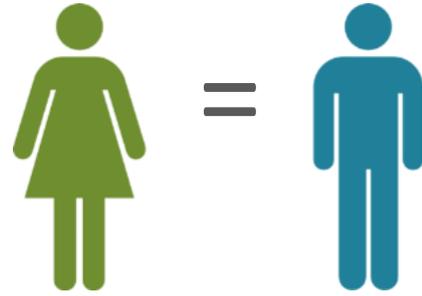
Men

78.6% were paid a bonus

The mean gender bonus gap and the median gender bonus gap for Greenyard Frozen UK Ltd are relatively large at 41.31% and 34.27%. All employees of Greenyard Frozen UK Ltd are entitled to an annual bonus on completion of one years' service in addition to a long service bonus on reaching set milestones. Under our current policy, the Senior Management and Commercial teams also attract a performance bonus. As the majority of the Senior Management and Commercial teams are male this has had an impact on our gender bonus gap.

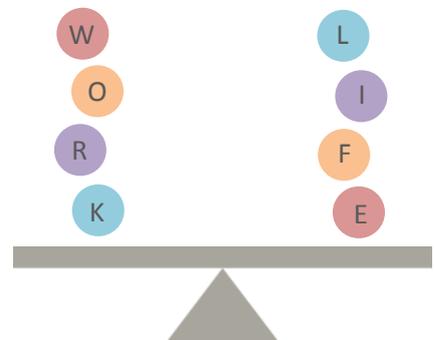
Taking Action

Greenyard Frozen UK Ltd will continue to monitor pay and ensure there is no bias towards either gender from the point of recruitment and throughout all aspects of employment including promotion, opportunities for training, pay and benefits.



We will explore how we can attract more women into our business to create a more even gender balance. As an equal opportunities employer, we strongly believe in appointing the best candidate for the role, regardless of their gender or other factors covered by the Equality Act and value equally the unique contribution that an individual's experience, knowledge and skills can make.

We will review our family friendly policies and continue to encourage flexible working across all levels of our business to ensure that our people have the opportunity to work in a way that works best for their career aspirations and home life.



Testimonials

On returning from maternity leave for the first time I worked full time hours, however I then had two more babies in quick succession so obviously my circumstances had suddenly changed. I applied for part time working which the Company approved. I worked 24 hours per week; the Company were very supportive and flexible in allowing me to try different shift patterns until we found what worked best for both the Company and my home life.

Now my children are older and attend school, I recently applied to return to full time working and again the Company has supported this and approved my request.

I feel very lucky in how supportive and flexible the Company has been with me and am very thankful for this.



Laura
Agricultural Administrator
Joined Greenyard Frozen in 1994



Sarah
HR Projects Officer
Joined Greenyard Frozen in 2012

As with many parents, on having my first child my priorities quickly changed to wanting to be the best mother possible and spend as much time with my son as I could.

Greenyard Frozen accepted my flexible working request to allow me to return to work on a part time basis, as well as creating a new role for me to fulfil.

It took some time to adjust to part time working having always worked full time hours, however I still feel a valued member of the team and the contribution I make is recognised.