

## **GENDER PAY GAP REPORT**

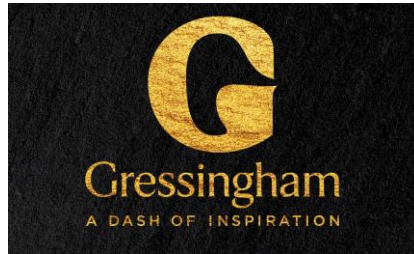
**2022**

Green Label Foods Ltd are very proud of our diverse and flexible workforce. We strive to continue to put our people at the heart of all that we do and recognise our obligations to promote gender equality throughout the business.

This is our 4<sup>th</sup> year of gender pay gap reporting, and during this time we have continued to make positive changes within the business in order to improve the gender pay differentials. Our Company continue to operate a fair pay system, paying for the role/position within the business irrespective of their gender.

In previous statements we have referred to the historical nature of our business, which contains roles that have previously attracted more male applications. Although we fully accept this historical dynamic to continue for a further period of time, we continue to support our recognised female talent within the Company through training, apprenticeship learning and opportunities. You will see this is shown in our Lower Middle and Upper Middle Quartile percentages.

This reporting year coincided with a difficult time due to the Covid pandemic. The number of furloughed employees were minimal and have not distorted the figures. We have had a number of our office employees working from home, in line with Government guidelines, enabling the business to continue to maintain supplies of fresh food to our customers. Despite the challenges, our mean gender pay gap has decreased from 16.6% to 10.2%. Also, we are pleased to report our median gender pay gap has reduced from 6.7% to 4.6%.



### **Mean and Median Hourly Difference**

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. This is achieved through listing all the salaries from lowest to highest and picks the middle most salary.

Mean gender pay gap in hourly pay	10.2%
Median gender pay gap in hourly pay	4.6%

### **Bonus Summary**

Proportion of male relevant employees with bonus pay	70.2%
Proportion of female relevant employees with bonus pay	67.2%
Mean gender pay gap in bonus pay	11.6%
Median gender pay gap in bonus pay	2.8%

### **Quartile Summary**

This shows the proportion of male and female employees in the lower, lower middle, upper middle, and upper quartile pay bands.

	Men	Women
Lower quartile	52.1%	47.9%
Lower middle quartile	60.5%	39.5%
Upper middle quartile	68.1%	31.9%
Upper quartile	67.2%	32.8%

Chris Morley

Managing Director