



Gressingham

Gender Pay Report 2022

Introduction

GENDER PAY 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, whilst fully recognising its obligations to promote gender equality throughout the business.

The Company continues to make positive changes within the business in order to improve the gender pay differentials through its pay and bonus structure, and this seen in our results reported. We run an inclusive recruitment programme, offering opportunities at all levels to all. We have invested in opportunities across the business and new recruits, offering and supporting a wide range of apprenticeships and management training, along with a focus on skills such as English, to offer greater opportunities for staff who wish to progress their career within our Company, but need the additional support to achieve this. We focus on future generations, visiting schools and colleges, advising of the opportunities within our Company to raise awareness of our inclusive stance on recruitment.

In previous statements we have referred to the historical nature of our business, which contains roles that have previously attracted more male applicants than female. Although we fully accept this historical dynamic to continue to challenge us, we were pleased to see improvement across all our quartiles and consider this improvement to be a reflection of the opportunities and training packages available to our staff. We continue to support our recognised female talent within the Company through learning, opening up more opportunities.

Our gender pay gap has decreased from 10.2% to 7.6% and gender bonus pay gap decreasing from 11.6% to 4.2%. We are equally pleased to report that both the lower quartile and lower middle quartile to show a positive shift towards female.

As a Company we still have a way to go to address gender pay, and will continue to promote equal opportunities, inclusive training packages/support and encouragement for all staff to step up their development. With a strong Senior Management Team that has an equal male/female split representing the business, gives our Company a positive visible identity.



Chris Morley, Managing Director,
Green Label foods Ltd

GENDER PAY REPORT DATA

Green Label Foods Ltd

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	7.6%
Median gender pay gap in hourly pay	5.2%

Bonus Summary

Proportion of male relevant employees with bonus pay	91.8%
Proportion of female relevant employees with bonus pay	90.9%
Mean gender pay gap in bonus pay	4.2%
Median gender pay gap in bonus pay	8.1%

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	47.6%	52.4%
Lower middle quartile	44.8%	55.2%
Upper middle quartile	59.3%	40.7%
Upper quartile	61.4%	38.6%