



Gressingham

Gender Pay Report 2023

Introduction

GENDER PAY REPORT 2023 OPENING STATEMENT

Green Label Foods Ltd are very proud of our diverse and flexible workforce. We continue to put our people at the heart of all that we do, whilst fully recognising its obligations to promote gender equality throughout the Company.

Over the year the Company was impacted by avian influenza resulting in a re-structure of our production departments and this has been reflected in the report. Despite this challenging time the Company has continued to invest in additional resources to promote the poultry industry and all of its opportunities. We have continued to invest in future generations, running various events at local schools and colleges, promoting the food industry and the many careers that we can offer across our farms, factory and offices, that are inclusive to everyone. We were very pleased during this year to see one of our female employees achieve the first ever Poultry Butchery Apprenticeship, demonstrating that some of the considered tougher jobs in the industry, is open and achievable to all.

The Company continues to make positive changes within the business in order to improve the gender pay differentials through its pay and bonus structure. We run an inclusive recruitment programme, offering support including apprenticeships and management training, with a greater focus on skills, such as English and Maths, to help enable those looking to achieve as well as progress. It is well known that labour can be a challenge throughout agriculture, and we continue to be faced with the historical nature of our business as a male dominated industry, that attracts a high turnover of staff, and we will continue to face this challenge through our enabling and supportive recruitment, training and progression processes.

As a Company we still have a way to go to address gender pay, and we 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 as being an inclusive employer.



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. On reviewing this data it tells us that women's mean hourly pay is 6% lower than men's. Previously this was 7.6% so shows an improvement in this area. When comparing all other information from the gender pay reports it shows there has been a step back from the previous improvements made in gender pay, however the restructure of the production team, as advised on our first slide, was a necessary step following the effects of avian influenza, however the company is very much committed to making further improvements moving forward.

	2023	2022
Mean gender pay gap in hourly pay	6.0%	7.6%
Median gender pay gap in hourly pay	6.7%	5.2%

Bonus Summary

The bonus summary information below also shows an increase in the mean and median pay gaps. This was to be expected following the restructure within production, and something we will continue to focus on moving forward.

	2023	2022
Proportion of male relevant employees with bonus pay	87.2%	91.8%
Proportion of female relevant employees with bonus pay	83.8%	90.9%
Mean gender pay gap in bonus pay	16%	4.2%
Median gender pay gap in bonus pay	23%	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.

	2023		2022	
	Men	Women	Men	Women
Lower quartile	56.3%	43.7%	47.6%	52.4%
Lower middle quartile	55.2%	44.8%	44.8%	55.2%
Upper middle quartile	79.3%	20.7%	59.3%	40.7%
Upper quartile	66.7%	33.3%	61.4%	38.6%