



Gressingham

Gender Pay Report 2024

Introduction

GENDER PAY REPORT 2024 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. We continue to educate and promote women in the industry, through our recruitment campaigns and our school visits in the Suffolk and Norfolk area, where we highlight the many different careers available within our business to all. We recognise the contribution that women can bring to the industry supporting creativity and innovation, and this is visibly promoted within our Senior Management Team, where there is an equal split of men and women.

The Company continues to make positive changes within the business in order to improve the gender pay differentials through it's pay and bonus structure. 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, attracting a high turnover of staff. We will continue to face this challenge through our enabling and supportive recruitment, training and progression processes, identifying opportunities to support women within our industry.

During the last 12 months we have celebrated one of our women achieving the Suffolk Adult Apprentice Award 2024, and this year sees the Company investing in additional management training, providing support to all our leaders to provide the skills and confidence to feel empowered and the opportunity to achieve more. With a focus on DEI the Company's updated core values and management behaviour will continue to develop and protect all employees. We have a very diverse work force and continue to invest in subjects such as English and Maths to help enable those looking to improve and achieve, as well as progress. Our focus is not just on recruiting women to the industry but also enabling a clear pathway for the women who are looking for career progression with us. We have a clear policy that regardless of gender all employees with

ill have equal pay.



Chris Morley
Managing Director

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. It is important to note that the gender pay gap is a measure across all jobs within Green Label Foods Ltd, not of the difference in pay between men and women for doing the same job.

On reviewing this data it tells us that women's mean hourly pay gap is 5.3% lower than men's. Previously this was 6.0% so shows a continuous improvement in this area, which is encouraging to report. 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 last year of our production management team, as advised in the previous year's gender pay gap report, was a necessary step following the impact of avian influenza. The Company continues to operate a grading structure, based on the role, irrespective of gender, however the nature of the business does historically attract more men than women, something that we continue to focus on through our recruitment and educational events.

The current pay gap metrics are lower than the latest ONS UK national averages (Mean being 13.8% and Median being 13.1%).

	2024	2023	2022
Mean gender pay gap in hourly pay	5.3%	6.0%	7.6%
Median gender pay gap in hourly pay	8.7%	6.7%	5.2%

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Bonus Summary

The bonus summary information below shows an increased number of both male and female employees receiving bonus pay, with a higher increase in men and women achieving bonus pay than in the previous year. With a higher percentage increase for women.

2024 2023 2022

Proportion of male relevant employees with bonus pay	88.3%	87.2%	91.8%
Proportion of female relevant employees with bonus pay	85.8%	83.8%	90.9%
Mean gender pay gap in bonus pay	14.8%	16%	4.2%
Median gender pay gap in bonus pay	20.6%	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.

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Lower quartile	56.0%	44.0%	56.3%	43.7%	47.6%	52.4%
Lower middle quartile	60.0%	40.0%	55.2%	44.8%	44.8%	55.2%
Upper middle quartile	74.3%	25.7%	79.3%	20.7%	59.3%	40.7%
Upper quartile	68.0%	32.0%	66.7%	33.3%	61.4%	38.6%