

BARWAY SERVICES LTD

GENDER PAY GAP REPORT 2022-2023





GENDER PAY GAP REPORT 2022-2023

We should start by thanking our employees for their commitment and outstanding work during another difficult year due to the pressures of inflation and the impact this has had on them, as well as the business.

We are all seeing an unprecedented rise in inflationary costs, economic conditions and with the UK inflation rate at its fastest rate for 30 years we are in challenging times. However, it is important and key to ensure we are approaching these challenges with our people at the forefront, as they have always been.

We have commenced our culture change programme and journey to become a Great Place to Work for All (GPTWfA) and are focused to continue collaborating with our leaders and employees to ensure this is achieved.

Our Values of Trust, Efficiency, Quality, Expertise, and Can-do are at the core of our business and capture the way we do work. These values will act as an accountability when we review our decisions that impact our people and their development.

As we continue to do this, we know there are key drivers to focus on to ensure we improve our gender pay gap, especially in respect of our bonus pay gap. However, I am pleased to confirm this is a true focus and operates alongside our GPTW strategy, which we are significantly invested in.



WHAT IS THE GENDER PAY GAP (GPG)?

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of people as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs not the difference in pay between men and women for doing the same job.

HOW DO WE MEASURE THE GAP?

The government provides specific calculations on how the Gender Pay Gap is calculated with detailed guidance on formulating the date to present the following:

- The mean and median pay gap
- The mean and median bonus
- The proportion of male and female employees who receive a bonus
- The proportion of male and female employees within each pay quartile

MEAN PAY GAP

The mean gender pay gap is the difference in the average hourly pay for women compared to men.

MEDIAN PAY GAP

The median represents the mid-point of a population if you separately lined up all women and men from lowest to highest paid. The median pay gap is the difference between the hourly rate for the middle women compared to the middle man.

UNDERSTANDING OUR WORKFORCE PROFILE

We are one of Europe's leading fresh produce companies. We are an international marketing led farming business. Established in 1952, we are fully vertically integrated and is driven by market leading innovation and customer insight. We supply customers across UK, Europe and the USA. The company is, at its heart, a family business with very strong values for its people, its customers, and its suppliers, as well as enormous respect for the environment and nature.

Barway Services Ltd (BSL) is part of the G's brand and is required to publish an annual gender pay gap report.

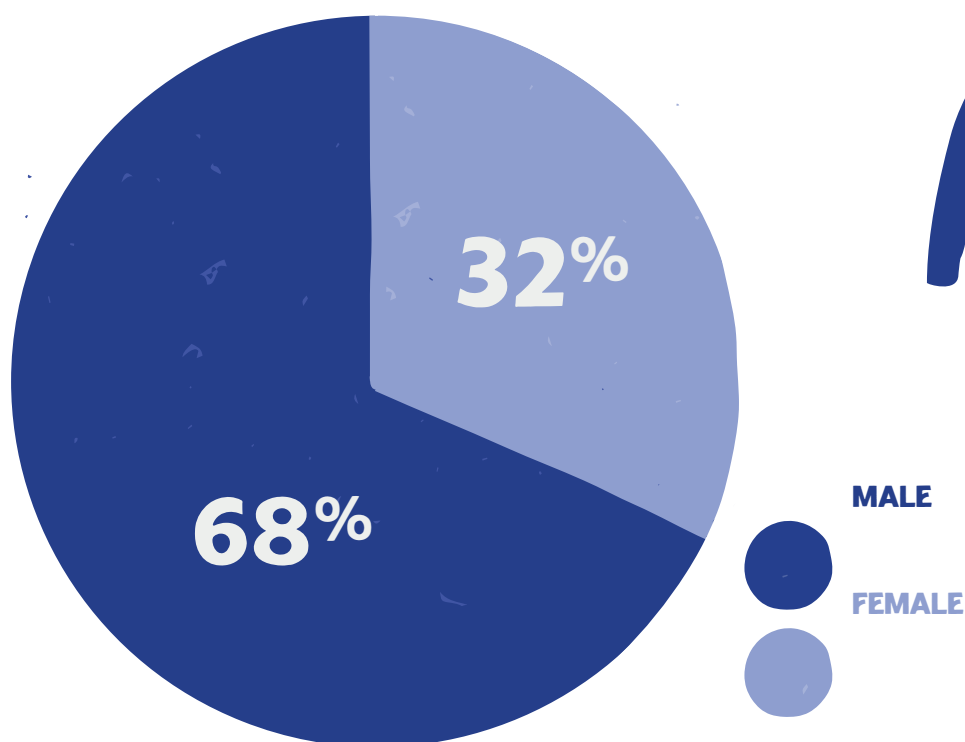
We employed as of 5th April 2023, 671 employees which was up 21% Vs 2022 (553).

“
**WE EMPLOY
671
EMPLOYEES**

CONTINUED COMMITMENT

Our Company values: Trust, Efficiency, Quality, Expertise and Can-Do are embedded within our business. They support our on-going approach to narrowing out gender pay gap by ensuring we are driving excellence, put people first and trust underpins all that we do.

TOTAL WORKFORCE



The movement in our total workforce Vs 2022 is minimum and has a **2%** movement either side.

WHAT IS OUR GENDER PAY GAP?

	MEAN	MEDIAN
HOURLY	4.51%	1.99%

MEAN AND MEDIAN PAY GAP

The mean pay gap demonstrates that on average men are paid **4.51%**, in £ value this represents £0.50 higher than women. This is an increase back to our 2021 levels.

The median pay gap displays that on average men are paid **1.99%**, in £ value this represents £0.19 higher than women. This is a slight increase from last year but lower than 2021.

The workforce comprises of **68%** male and **32%** female, which is a move of **2%** from last year's reporting (70/30 ratio).

MEAN AND MEDIAN BONUS GAP

	MEAN	MEDIAN
BONUS	93%	62%

- Our mean bonus gap highlights on average men are paid **93%** more than women, which represents a widening of the bonus gap since last year.
- Our median bonus gap, however, has been reduced, with men being paid **62%** more than a woman.

PROPORTION OF COLLEAGUES AWARDED A BONUS

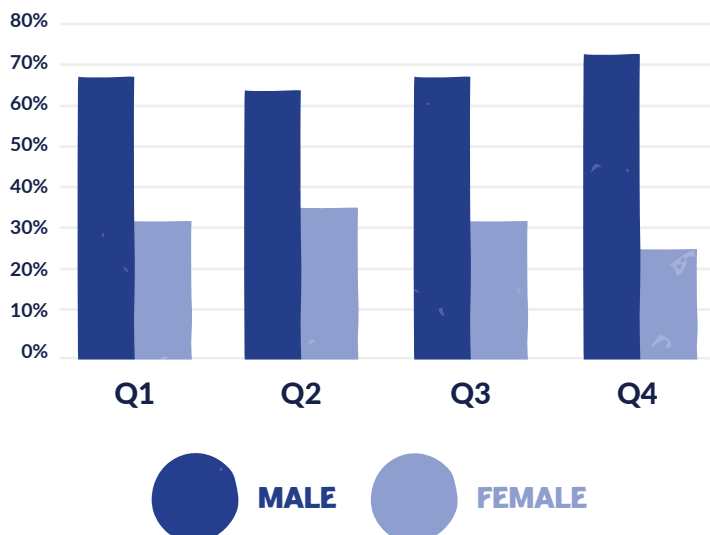
In respect of receiving a bonus clearly there has been a shift relating to this and as part of continued commitment to address the Gender Pay Gap, we need to ensure we understand the reasons relating to job role and their bonus potential. As **3%** of men receive a bonus vs **8%** of women, yet men receive a higher award.

There are **97%** of males who are not receiving a bonus which has increased vs year last and **92%** of women which has increased vs last year.

PAY QUARTILE PROPORTIONS

Pay quartile represents the pay rates from the lowest to highest across the organisation, split into equal-sized groups, with the percentage of men and women represented in each quartile.

PAY QUARTILE PROPORTIONS



WE NEED TO ENSURE WE UNDERSTAND THE REASONS RELATING TO JOB ROLE AND THEIR BONUS POTENTIAL

ADDRESSING THE GAP

At BSL, men and women receive equal pay for the same or broadly similar work, which is apparent when reviewing our mean and median pay gap. However, that does not mean we stop there. We know there is work within our Bonus mean and median bonus gap and therefore as a business we need to understand why despite fewer men receiving a bonus, their bonus payment potential is higher.

WHAT IS BSL DOING TO ADDRESS ITS GENDER PAY GAP?

There continues to be no single or simple explanation behind our gender pay and bonus gap numbers. We know across our organisation we have significantly more men across our quartiles and within the higher quartile area, therefore management roles.

HOW?

We need to ensure we are focusing not only on the gender pay gap but also the bonus gap. Our HOW key drivers should not change year on year, they remain the focus point as they are key to closing our gaps.

Great Place to Work – Within our last report we confirmed we had decided to embark on a culture change programme with Great Place to Work. We have started this journey and partnership with Great Place to Work and ensuring the gender pay gap is at the forefront.

Diversity & Inclusion – Since our reporting last year, we commenced the process of exploring whether caring responsibilities, unconscious bias in recruitment or promotion and the gender split in the talent pool for various kinds of roles may be playing a part, and we continue to ensure this is reviewed.

In addition, we enrolled all our employees in Equity, Diversity, and Inclusion programme to ensure we continue to develop, embed an inclusive hiring journey and talent development

programme to improve our ability to attract, develop and retain talent from underrepresented backgrounds.

This is now being further evolved by working closing with our learning and development team to ensure our E, D and I principles are embedded into the business.

L&D – Continue to deliver our developmental activities all of which ensure equal opportunity for colleagues to engage with the learning solutions. Which will be further underpinned with the introduction of our learning charter, holding us to account to deliver against our values and GPTWfA culture change programme.

Reward & Recognition – Hiring expertise within this space, to support our continual review, challenge, and re-design of bonus scheme in place. Ensuring we have a clear framework, to address our Bonus Gap. Critical analysis of pay structures and job bands with a complete overhaul of our benefits.

DECLARATION

We confirm the information and data is accurate and has been calculated in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

Henry Shropshire, MD

Louise Zirpolo, HR Director – Operations - UK

