

BARWAY SERVICES LTD

# GENDER PAY GAP REPORT 2024-2025



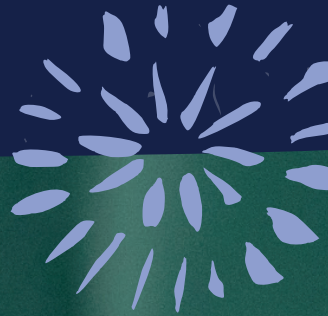




## GENDER PAY GAP REPORT 2024-2025

As an organisation grounded in our core values of Trust, Efficiency, Quality, Expertise, and a Can-Do attitude, we remain dedicated to narrowing the gender pay gap as we continue our culture change programme and strive to become a Great Place to Work for All in line with our company 2030 strategy.

G's Group for 2024/2025 achieved certification as a Great Place to Work and we remain focused on ensuring we are an employer that our employees are proud to work for and the Gender Pay Gap results and actions are a key driver in this space.





## WHAT IS THE GENDER PAY GAP (GPG)?

The Gender Pay Gap is a metric that quantifies the disparity in average earnings between male and female employees across an entire organisation, regardless of the roles they perform within the business.

*It is crucial to distinguish the Gender Pay Gap from equal pay comparisons, which assess the remuneration discrepancies between men and women engaged in the same or similar job roles.*

## 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

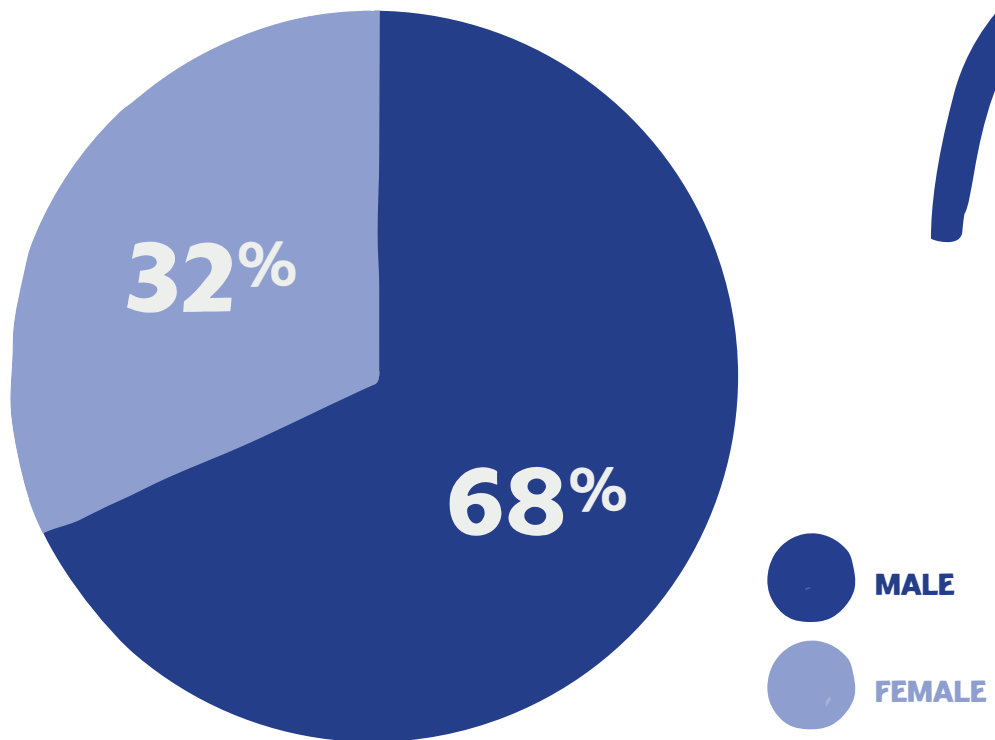
We are one of Europe's leading fresh produce companies. We are an international marketing led farming business. Established in 1952, we are fully vertically integrated and is driven by market leading innovation and customer insight. We supply customers across UK, Europe and the USA. The company is, at 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 2024, 551 employees which was down 18% vs 2023 (671).**

“  
**WE EMPLOY  
551  
EMPLOYEES**

## TOTAL WORKFORCE



The movement in the gender breakdown of our workforce vs 2024 was minimal with a 1% increase in the number of females employed.

## WHAT IS OUR GENDER PAY GAP?

	MEAN	MEDIAN
HOURLY	4.40%	2.97%

## MEAN AND MEDIAN PAY GAP

The **mean pay gap** shows that, on average, men are paid **4.40% more** than women. This equates to a difference of **£0.58**. This marks an **increase** compared to our 2024 figures.

The **median pay gap** indicates that men earn **2.97% more** than women on average, which translates to a difference of **£0.35**. This represents a **decrease** of 4p from last year.

The current workforce is comprised of **68% male** and **32% female**, reflecting a **1% shift** from the previous year's 67/33 ratio.

## MEAN AND MEDIAN BONUS GAP

	MEAN	MEDIAN
BONUS	75%	83%

- Our mean bonus gap highlights on average men are paid **75%** more than women, which is up by **20%** from last year.
- Our median bonus gap has increased by **39%**, with men being paid **83%** more than women.

## PROPORTION OF COLLEAGUES AWARDED A BONUS

We have **4%** of males who are awarded a bonus and **9%** of female colleagues.

Despite a higher percentage of females are in receipt of a bonus, the bonus they received was smaller than our male colleagues. Due to both our gaps increasing, **20%** and **39%** respectively, this requires exploring.

## WHAT TO EXPLORE REGARDING OUR BONUS GAP

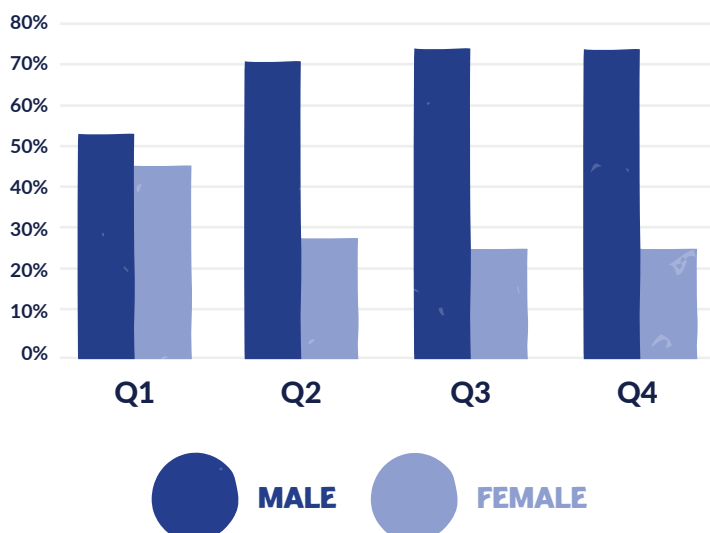
We will take clear action to understand the following areas to support our clarity and understanding regarding the bonus gap:

- The bonus value distribution
- Role and Seniority
- Bonus Criteria
- Part time vs Full Time
- Promotion and Pay Gaps
- Departmental Patterns

## PAY QUARTILE PROPORTIONS

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

## PAY QUARTILE PERCENTAGES



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

The pay quartiles show how the proportion of males increases with each higher pay quartile, while the proportion of females decreases. This suggests there are more males likely to occupy higher-paying roles compared to females. We can see that Q1 is the most balanced, but the gap widens significantly from Q2 onward.

## 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, it is imperative we have actions to address the pay gap, regardless of size.

### HOW IS BSL GOING TO ADDRESS ITS GENDER PAY GAP?

Our **HOW** key drivers should not change year on year, they remain the focus point as they are key to closing our gaps however these will evolve over time:

#### Culture Change Programme (GPTW for all)

- We will continue to drive and focus on retaining our GPTW certification in line with our 2030 strategy and achieving this as a Group but also with Best Workplaces also at the forefront.
- Developing a feedback culture – Rollout of a feedback skills programme, using a radical candour philosophy to improve our culture of feedback. Colleagues encouraged to provide feedback to constructively challenge, reinforce and develop fellow colleagues' behaviours and actions.

#### Reward & Recognition

- Across the group Bonus Schemes will be reviewed to ensure that they offer a consistent and impartial framework in line with our actions to address the bonus gap.
- The development of comprehensive reward and benefits strategies must keep pace with business needs to attract, retain and engage the whole workforce alongside our GPTW ethos and desire to be a best workplace.

#### Diversity & Inclusion

- Conduct detailed audit to compare pay for like for like roles across gender to also include gender ratios at each level.
- Ensure transparency within our promotion processes and tracking of promotion rates by gender.
- Continual development of our ED&I learning via our G's Learning and Performance Hub.

#### L&D

- Mentoring and Coaching: Forming part of a blended learning plan, colleagues can access coaching and mentoring to support career development, drive performance and support wellbeing.
- Management development programmes and masterclasses using a variety of methods, including the apprenticeship levy, bespoke programmes and one-off masterclasses.

## DECLARATION

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

Henry Shropshire, MD  
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