



2025 Gender Pay Gap Report

Berry Gardens Ltd



This report sets out the gender pay gap statistics for the Berry Gardens Ltd trading as Driscoll's UK in relation to the reporting year of 2025.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Company is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The Gender Pay Gap

The Company has been owned by Driscoll's since 1st November 2022 and supplies both UK and Imported soft fruit to retailers, wholesale and catering outlets. We are based in Kent.

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

The values, culture and corporate governance processes that we uphold mean that we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. We continually review remuneration across all of our roles, led by our compensation and benefits team, managers and the HR Business Partnering Team. We have established pay frameworks and rules and although we operate a pay for performance policy we have comprehensive calibration processes to govern this.

The Gender Pay Gap data detailed below is based on figures as at 5th April 2025. Our total number of staff at this date was 411 with 48% being male and 52% being female. Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 23.0% (rounded to one decimal place).

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 7.7% (rounded to one decimal place).

| | Mean | Median |
|--------------|-------|--------|
| Pay | 23,0% | 7,7% |
| Bonus | 37,6% | 46,8% |

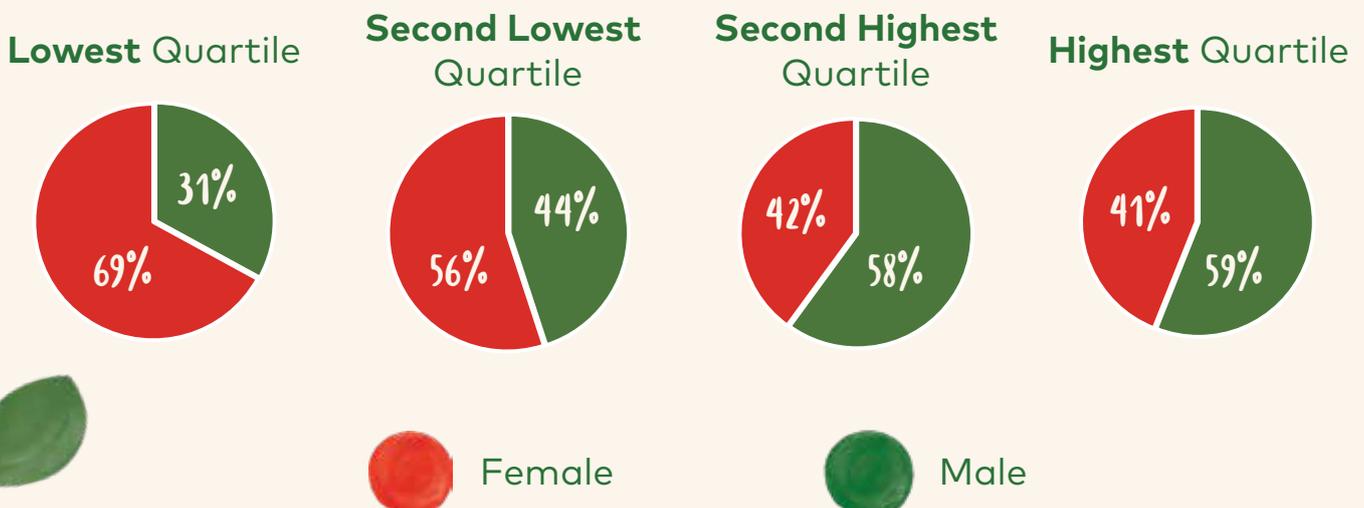
Proportion of Males and Females receiving a Bonus :

Berry Gardens has operated a company wide bonus scheme for many years for management and skilled based roles. Eligible employees who worked for the whole of the preceding financial year receive their bonus in March. This is pro-rated for any employees who join the company in the first six months of the preceding financial year. In our Packhouse and Warehouse some of the roles receive a productivity bonus. The Warehouse is predominantly male.



Although our productivity workforce do not take part in the bonus scheme, these employees regularly earn overtime payments at enhanced rates.

The proportion of Males to Females in each quartile is shown below:





"At Driscoll's, our people are at the heart of everything we do. Their contributions, growth and wellbeing are essential to our ability to deliver on our Mission. Achieving our Mission and driving our key business initiatives forward depends on our ability to attract, motivate and retain talent. We recognize and reward performance through competitive compensation and benefit packages, along with opportunities for career advancement. Equal pay for equal work and a culture of pay transparency remain central to this commitment.

Two years ago, we aligned our UK workplace practices with Driscoll's global standards by introducing our job level framework and profit-sharing plan to the team in Maidstone. We have continued to refine our compensation structure to reflect local market conditions, ensuring fair, competitive, and transparent practices that reinforce equal pay. These foundations strengthen our broader talent management efforts and support meaningful opportunities for growth. As expectations around pay transparency continue to evolve, we will further strengthen the work already in progress. By staying true to our Values and taking purposeful action, we continue to build an inclusive and diverse workplace where every individual is valued, respected and empowered."

"Diversity of thought strengthens who we are at Driscoll's. We value the unique viewpoints, experiences, and ideas that each person brings, as they help us approach challenges and opportunities in fresh, new ways. Our diversity fuels creativity, drives innovation and reflects the Values of Passion, Humility and Trustworthiness that guide us every day. Humility reminds us to listen with openness, learn from one another and appreciate perspectives that come from both colleagues and competitors. As we continue to embrace a wide range of ideas and experiences, we open the door to even greater possibilities for our future."



Declaration

We confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Wyard Stomp
Senior Vice President/
Managing Director
April 2026

Ellen van der Wees
Vice President of HR
April 2026