

2024 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 2024.

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 2024. Our total number of staff at this date was 376 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 19.0% (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 6.6% (rounded to one decimal place).

	Mean	Median
Pay	19,0%	6,6%
Bonus	41,5%	18,8%

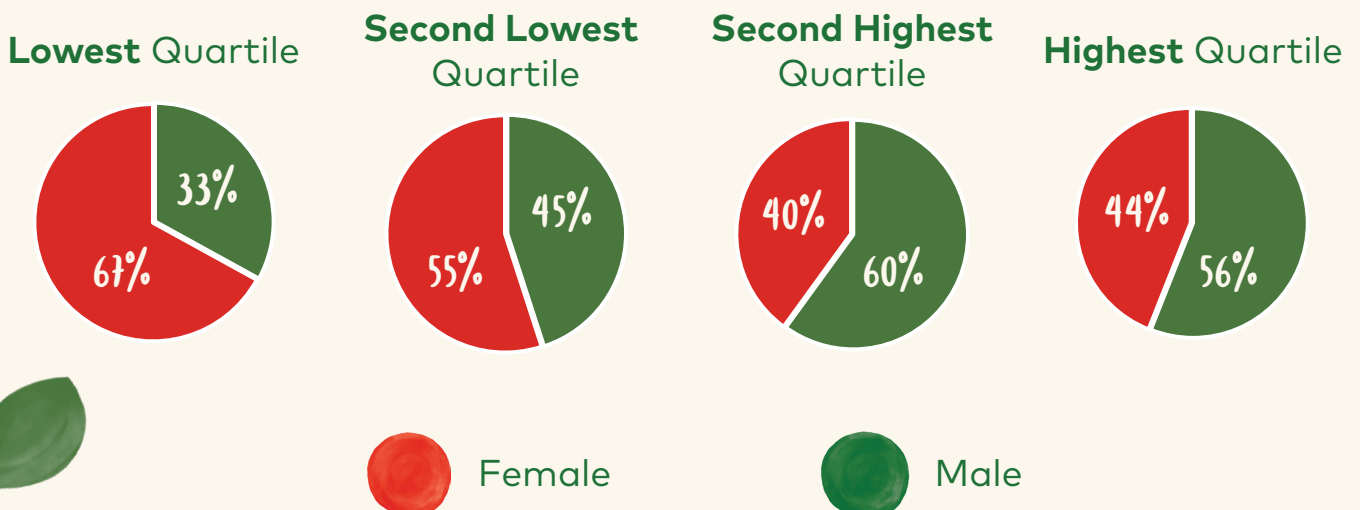
Proportion of Males and Females receiving a Bonus :

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, we believe that our company's success is directly linked to the growth and development of our employees. We are committed to maintaining an inclusive and diverse workplace, where every individual is valued, respected, and empowered. Our dedication to equal pay for equal work is a key part of this commitment.

Following the acquisition of Berry Gardens Ltd., we focused on aligning our workplace practices with Driscoll's standards by introducing our global job level framework and profit-sharing plan to the team in Maidstone.

The global job level framework establishes a consistent standard for job levels and titles, ensuring fair payment of all employees. Our global profit-sharing plan enhances consistency and inclusiveness worldwide, awarding employees a percentage of their base pay based on their job level. Both the framework and profit-sharing plan support fair and transparent standards for equal pay, laying the foundation for strong talent management and reward programs. These initiatives help us build a unified company culture where every voice is acknowledged, and talent is supported."

"Diversity of thought is one of the key drivers of our organisation. Within Driscoll's, we celebrate the fact that each individual has a unique perspective, a different way of looking at the world and bringing innovative solutions to the table. Diversity fuels our creativity and success, and represents our core values of: Passion, Humility and Trustworthiness. It is the value of Humility that enables us to respect and learn from colleagues and competitors, and the reason we invest in an environment of collaboration and continuous learning. As we continue to embrace diverse ideas and experiences, we will enrich our team and pave the way for greater achievements together."



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 VP/MD
April 2025

Ellen van der Wees
Human Resources Director
April 2025