



## 2022 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 2022.

### 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 1<sup>st</sup> 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 the General Manager UK and HR Director.

The Gender Pay Gap data detailed below is based on figures as at 5<sup>th</sup> April 2022. Our total number of staff at this date was 327 with 49% being male and 51% 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 23.3% (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 5.0% (rounded to one decimal place).

	Mean	Median
Pay	23.3%	5.0%
Bonus	56.7%	26.1%



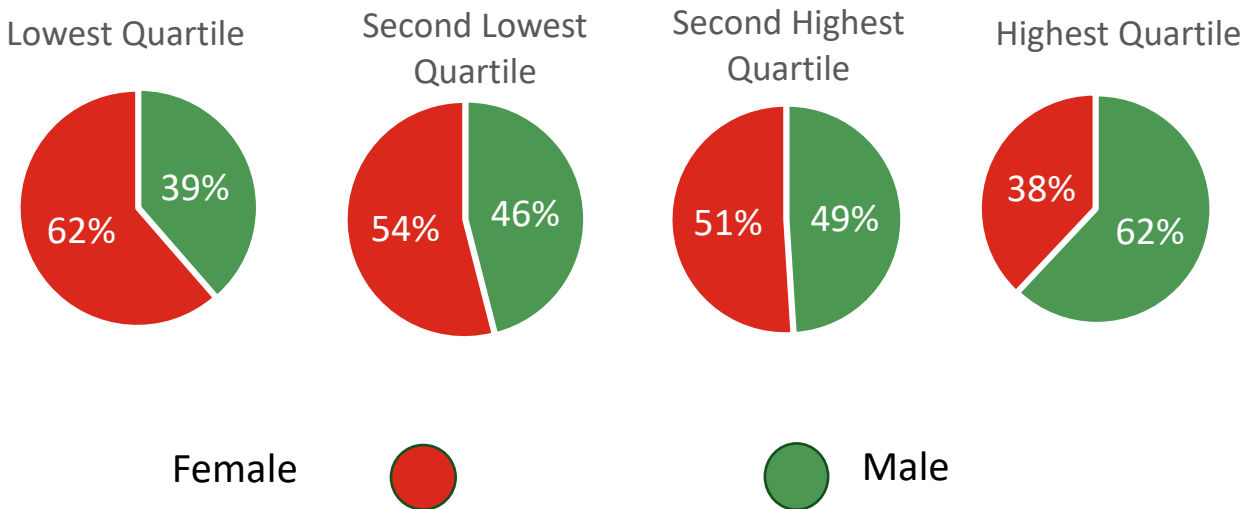
## Proportion of Males and Females receiving a Bonus

Berry Gardens has operated a company wide bonus scheme for many years for all employees who worked for the whole of the preceding financial year. This is pro-rata'd 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:





## Joeske Geboers - Human Resources Director

The Company is committed to equality and diversity and our aim is for everyone to be able to develop their career regardless of gender, ethnicity, age and all other protected characteristics.

Our strategy is to be focused on developing our people and collaborate with local schools, colleges and organisations, to encourage future generations to consider our industry when they are considering their future career path.

## Nick Allen - CEO

People are key to our current and future success. We regularly engage, discuss and listen to all our People, continually adapting to reflect a rapidly changing world, and guiding our long term People strategy. Our focus is to develop a culture that, regardless of gender, enables all of our People to have a rewarding career here. Our values of passion, humility and trustworthiness along with our insurgent attitude set the standards that guide all our activities in this area.



## Declaration

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

Nick Allen  
Chief Executive Officer  
April 2023

Joeske Geboers  
Human Resources Director  
April 2023