

2017 Gender Pay Gap Report

Berry Gardens Ltd

Gender Pay is not the same as Equal Pay. The Gender Pay Gap is defined as the difference between the average hourly pay of all the men compared to the average of all the women within an organisation. Equal Pay refers to the comparison between men and women doing the same or similar jobs.

This report covers Berry Gardens Ltd. Berry Gardens Ltd is a subsidiary of Berry Gardens Growers Ltd, a UK Grower Owned Co-operative. Berry Gardens Ltd supplies both UK and Imported soft fruit to retailers, wholesale and catering outlets.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Our values and culture simply would not allow this to happen. We carry out extensive pay and benefit reviews overseen by our remuneration committee led by our non-executive Vice Chairman.

The Gender Pay Gap data detailed below is based on figures as at 5th April 2017. Our total number of staff at this date was 379 with 51% being male and 49% being female.

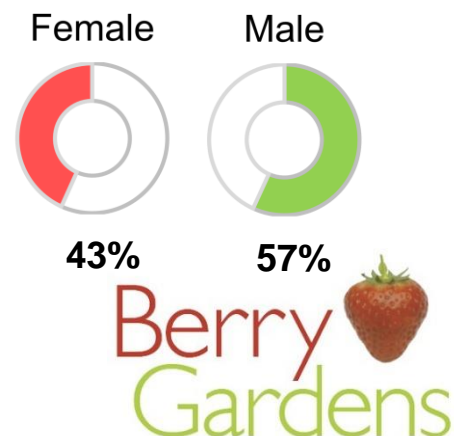
	Mean	Median
Pay	19.7%	16.9%
Bonus	29.6%	8.5%

Berry Gardens Mean Pay Gap is slightly higher than the UK average of 18.1% in 2016. One of the reasons for this gap is that 30% of the Berry Gardens Leadership Team are female. Another contributing factor is that our seasonal workforce is represented by a higher proportion of females than males.

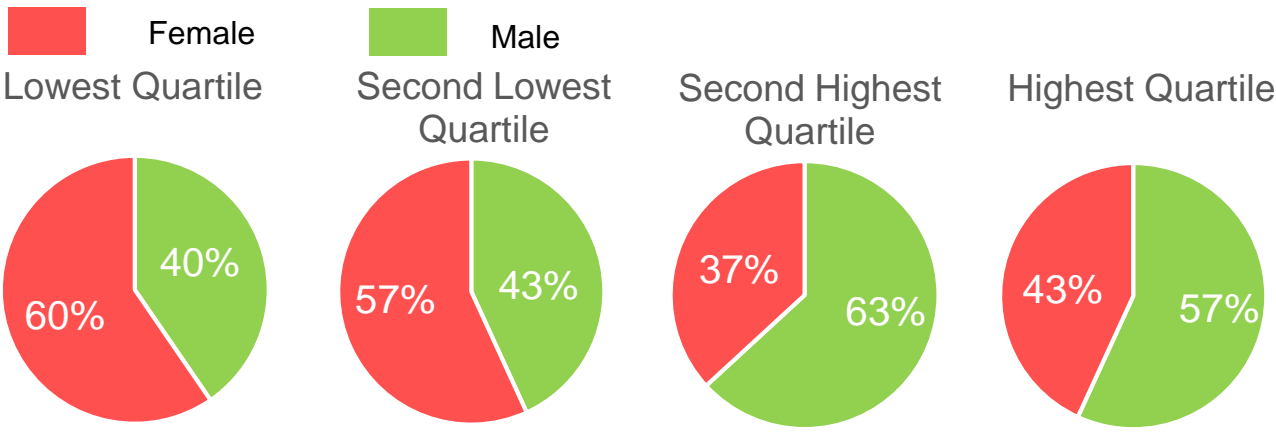
Proportion of Males and Females receiving a Bonus

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 scheme, based on company performance, provides the same percentage bonus to all qualifying staff.

Our seasonal workforce do not receive a bonus, however, unlike our permanent staff, these employees regularly earn overtime payments at enhanced pay rates.



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



Sam Desforges – Head of HR

I am proud that our new 2022 strategy is focused on investing in and developing our people. Our aim is for everyone to be able to develop their career regardless of gender, ethnicity, age and all other protected characteristics. This message is critical as we launch new relationships with local schools and colleges to encourage the next generation to consider our sector for their future career path.

Jacqui Green - CEO

Our 2022 strategy is focused on developing the right culture and working environment to enable individuals to set their own career development path whilst recognising the challenges and constraints that our fast paced, highly seasonal operations place on our workforce. We will continue to listen to all our employees, via our employee forum and regular surveys, to assist us in achieving these ambitious long term goals.



Declaration

We confirm that Berry Gardens Limited's gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations, data and assertions contained in this presentation have been reviewed by our audit committee and considered and discussed by the Berry Gardens' Board in building the 2022 strategic plan.


Jacqui Green
Chief Executive Officer
April 2018


Sam Desforges
Head of HR
April 2018

