

The background features a decorative graphic consisting of several thick, curved lines in blue, green, and red, arranged in a circular pattern that suggests a globe or a stylized sun. The lines are set against a white background.

Blue Earth Foods  
Gender Pay Gap Report  
2021 - 2022

# Welcome to our Gender Pay Gap Report 2022

As we continue to adapt in response to the numerous effects of Covid-19 and Brexit within our business and personal lives, we remain committed to equality, diversity and inclusion in all forms and our ethos of doing the right thing for our people, business and customers has been at the heart of our decision making.

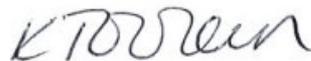
Data within this report is from the snapshot date of April 2021. We have seen a shift in both our mean and median pay gaps in comparison with the 2021 report. Last year we reported a mean gender pay gap of **9.22%** in favour of men, this year we are reporting a gap of **8.67%** in favour of men. Although the gap has reduced, there is still work to be done.

Our median pay gap has increased from **8.1%** to **11.1%** in favour of men. Similar to last year, our 2

median employees are not fulfilling the same role and sit in two different quartiles. More details of this can be found overleaf.

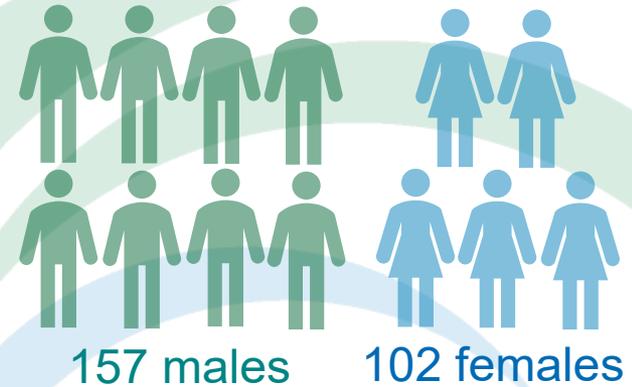
Over the last 12 months we have seen a staffing crisis that is effecting the UK food industry in an unprecedented way. We are seeing new trends in ways of working including preference for agency working due to the flexibility of agency work, something many want post pandemic. The challenge over the next 12 months will be meeting the requests of the labour market whilst fulfilling our customer requirements

I can confirm the data reported is accurate



Kayley Toolan – Head of HR

Our gender pay data consists of



Our **mean** gender pay gap is **8.67%** in favour of **men**



Our **median** gender pay gap is **11.1%** in favour of **men**



**63%** of our Senior roles are filled by **women**



# Our mean and median analysis

Two of the key metrics we have to report are the **mean and median gender pay gap**. These show the difference in the average hourly rate of pay between men and women at Blue Earth Foods.

The **mean** figure represents the average hourly rate of pay across our whole workforce. Our mean pay gap is **8.67%** in favour of men, a reduction of 6% on our 2021 figure. The **median** figure represents the compared hourly rate of the middle male and middle female earners. Our median gender pay gap is **11.1%**, an increase of 37% on our 2021 figure. Our median female and male employee do not fulfil the same role and do fall in different quartiles; our female employee sits in quartile 2 whilst the male employee sits in quartile 3.

The analysis below shows the gender balance within our quartiles. The biggest disparity in gender within our quartiles sits in quartile 3 which is predominantly comprised of our first level line managers. However, quartile 4 which is comprised of subject matter experts, department heads and the senior management team, is slightly more balanced.

The analysis of this year's Gender Pay Gap report has provided a view of our quartiles that we will be investigating; the 17% difference in female employees from roles within quartile 2 to roles within quartile 3.



## Percentage of male and female employees by Quartile

