

A decorative graphic consisting of several thick, curved lines in blue, green, and red, arranged in a circular pattern around the text. The lines are of varying thickness and curve, creating a dynamic, swirling effect.

Blue Earth Foods
Gender Pay Gap Report
2026

Welcome to our Gender Pay Gap Report 2026

We remain firmly committed to equality, diversity and inclusion in all its forms. Our ethos of doing the right thing for our people, our business, our local community and our customers continues to guide our decision-making as we grow and evolve.

The data within this report is based on the snapshot date of 4 April 2025. Over the past year, we have experienced an increase in overall headcount, alongside continued growth and diversification of our product offering.

Encouragingly, both our mean and median gender pay gaps have reduced compared to the figures reported in 2024. Our mean gender pay gap has decreased slightly from 9.41% to 9.37% in favour of men, while our median gender pay gap has reduced from 6.99% to 6.89%, also in favour of men.

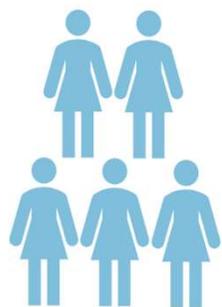
These modest changes, represent the progress we are making in the right direction.

We are committed to pay equal pay for equal work and regularly audit ourselves and our agency labour providers to ensure this. Pay for each role is determined by the responsibilities and requirements of the position, and not by the individual performing it. Our focus remains on hiring the right person for the role, ensuring fairness, consistency and transparency in our approach to reward, recognition, training and development.

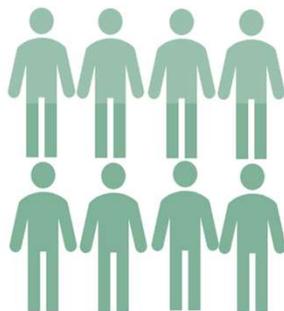
As in previous years, the median figures reflect two individuals in different roles and pay quartiles. The median male and female employees are not in the same position, with 55 employees between them, and they sit one quartile apart. Further detail on this can be found overleaf.

Our gender pay data consists of

137 females



217 males



Our **mean** gender pay gap is **9.37%** in favour of **men**

Our **median** gender pay gap is **6.89%** in favour of **men**

I can confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'KTOOLAN'.

Kayley Toolan – Head of HR



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 **9.37%** in favour of men, a moderate decrease from last years reported 9.41% in favour of men. The **median** figure represents the compared hourly rate of the middle male and middle female earners. Our median gender pay gap is **6.89% in favour of men**, a reduction from **6.99%** since our 2025 report. Similarly to last year, 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. Quartile 1 contains operators and some administrative roles. Quartile 2 includes skilled operators and Quartile 3 contains first level of management. Quartile 4 contains our subject matter experts, middle management, department heads and senior management team. The biggest disparity in gender within our quartiles remains in quartile 3, the same as the previous 3 years.



Percentage of male and female employees by Quartile

Quartile	Male	Female
Quartile 1	53.41%	46.59%
Quartile 2	47.19%	52.81%
Quartile 3	74.16%	25.84%
Quartile 4	70.45%	29.55%
Total	61.30%	38.70%