



## GROWING WITH INCLUSION & DIVERSITY

GENDER PAY GAP  
REPORT 2024



1

**OUR MESSAGE**

2

**OUR CULTURE**

3

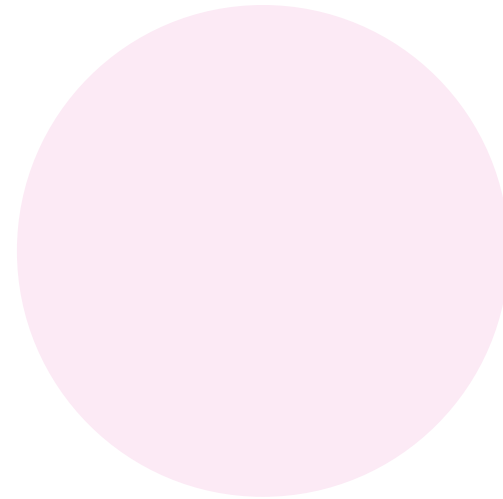
**OUR PEOPLE**

4

**OUR PAY & BONUS GAP**

5

**OUR COMMITMENTS**



## A MESSAGE FROM **ADAM OLINS**, CEO

Our journey is a positive one and is moving in the direction to achieve the diversity of roles and the gender balance in BerryWorld. Our cohort of Inclusion Champions continue with an educational agenda to enhance our already rich culture of our very proud and strong values and behaviours.



## A MESSAGE FROM **ANDREA ABURROW**, CFO

At BerryWorld, it is through our foundations of equality and inclusion, that our commitment to empower people to reach their full potential can be realised. It is our belief that equality and fairness positively impact all elements of our organisation. Equality and fairness are important enablers in helping people to thrive. This knowledge helps to underpin our global commitment to fostering an equitable and inclusive work environment where all employees are treated equally, and remunerated fairly, irrespective of gender.



## A MESSAGE FROM **KEVIN WRIGHT**, DIRECTOR OF PEOPLE AND CULTURE

Integral to BerryWorld's people strategy is holding ourselves collectively accountable for ensuring that our colleagues of all backgrounds have the opportunity to develop and progress. We will be continuing to enhance our talent/development and leadership programs through 2024. And with the addition of our Wellbeing Strategy, we will ensure that our culture and wellness efforts provide ample support to the needs of employees and their families.

A strong focus for us in 2024 will be to work closely with Inclusive Employers on the six pillars of diversity & inclusion

### **ENGAGE**

Enhance our engagement both Internally and externally using our inclusive voice

### **EQUIP**

Using training, policies and guidance to equip all employees, including managers and leaders, to build equality, diversity and inclusion into their work

### **EMPOWER**

Ensuring inclusion and diversity makes a positive difference to everyone in your organisation.

### **EMBED**

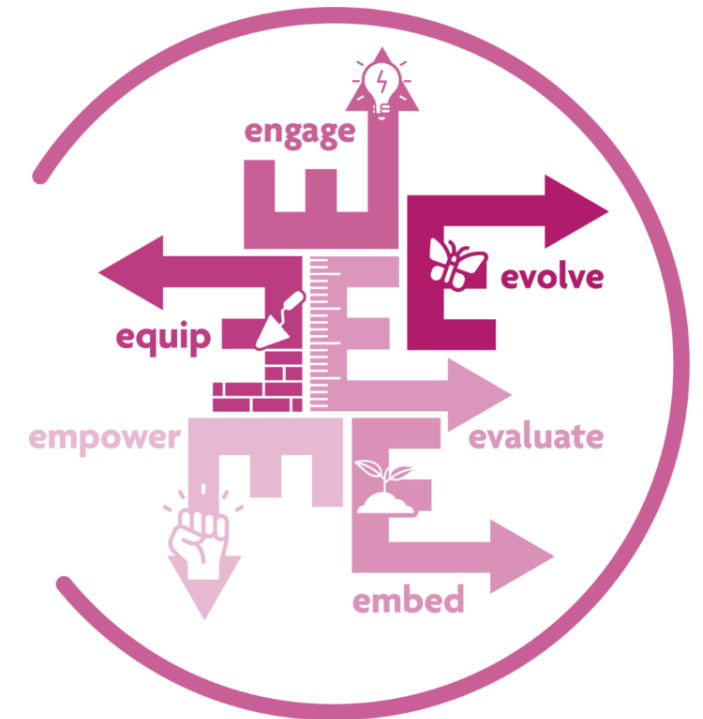
Embedding Inclusion into all wider decision-making processes

### **EVALUATE**

Measurement of Data to support company DE&I audit

### **EVOLVE**

Empowering Leadership to drive innovative thinking internally



Inclusive  
Employers



## OUR CULTURE

- INCLUSION AT ALL LEVELS
- FLEXIBLE WORKING
- CELEBRATING CULTURES
- EQUAL OPPORTUNITY EMPLOYMENT
- MENTAL HEALTH AWARENESS
- WELLNESS
- VALUES & BEHAVIOURS
- EDUCATION AND INDIVIDUAL LEARNING & DEVELOPMENT OPPORTUNITIES

**Values and Culture** is the core of our daily work ethic in BerryWorld – by combining the two, we pride ourselves on our inclusive and diverse family culture and on the high-quality service and products we provide. We celebrate team and individual successes and support each other to achieve personal and professional goals. We continue to have a significant focus on Mental Health and Wellness with a high proportion of **Mental Health First Aiders** within our business. With the addition in 2023 of our very own Independent **Wellness Coach/Guide**.

We continue our work in the Inclusion and Diversity space with our recent membership with **Inclusive Employers**. A commitment to ensuring that our focus within this space is a balanced one.



## OUR PEOPLE

The key to understanding our **Pay and Bonus** data was looking at the breakdown of our employees across our BerryWorld Group. This analysis has allowed us to see who our key influencers are and the split of males and females across our businesses.

We can see that our:

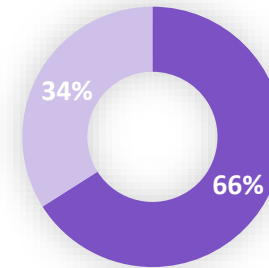
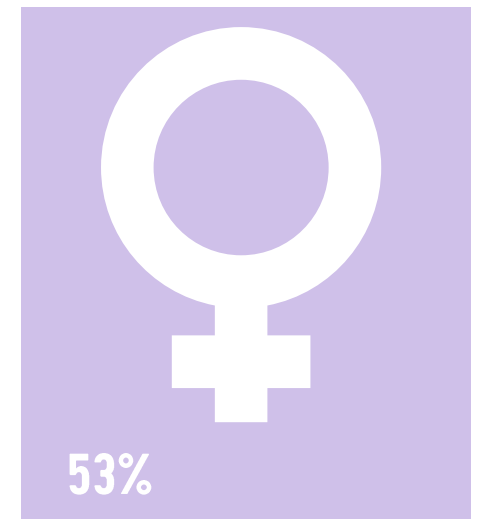
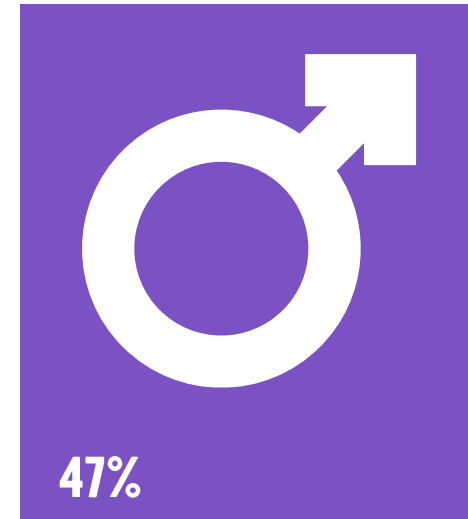
**Group & Varieties** function has a 66%/34% split between males and females.

**UK** business has a 35%/65% split

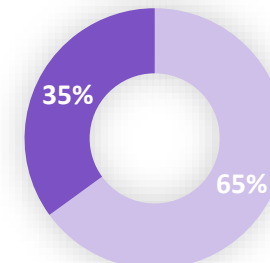
**PrepWorld** has moved very slightly, however; they still continue to have the best split of all our businesses with a 47%/53% split.

Across the BerryWorld Group we have 549 employees:  
259 Male | 290 Female

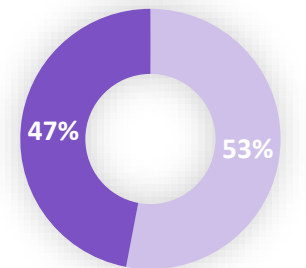
402 of our workforce are factory workers  
and 120 are office workers



GROUP & VARIETIES



UNITED KINGDOM

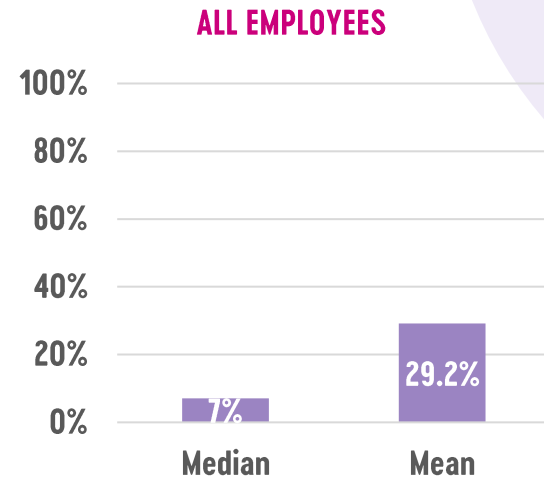
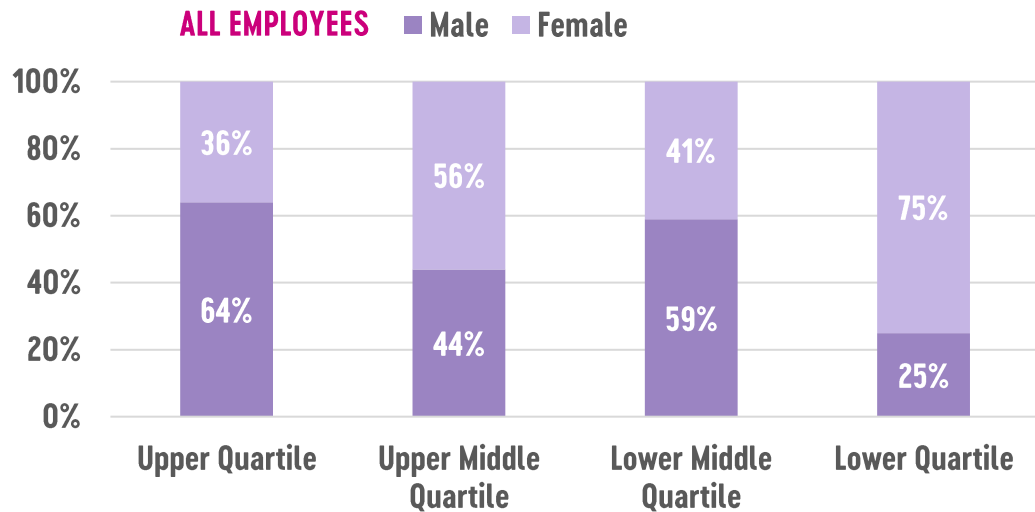


PREP WORLD

# UNDERSTANDING OUR PAY & BONUS GAP

**The median pay gap** is the difference between the midpoints of hourly pay of all men and women. The easiest way to picture how this is calculated is to imagine all our female employees standing next to each other in one line in order of lowest hourly pay to highest and imagine the picture with our male employees. The median gender pay gap is the difference in pay between the middle of each of those lines.

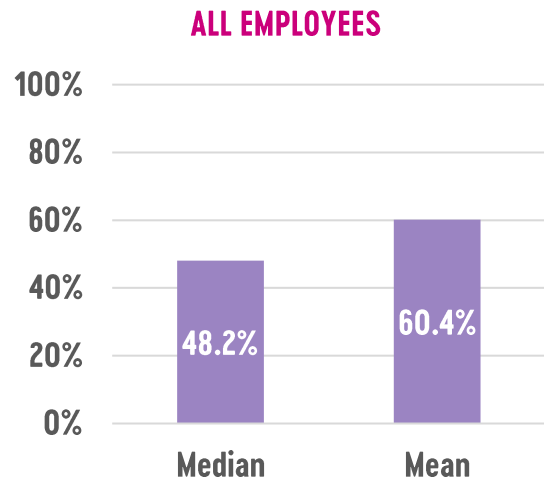
**The mean pay gap** is the difference in the average hourly pay between men and women. The average hourly rate of pay is calculated by adding up all the hourly pay of every female and dividing it by the total number of female employees. The same is done for the males.



The median and mean for all our male and female employees ordinary pay is 7% and 29.2% respectively. The national gender pay gap (median) - decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%)

## UNDERSTANDING OUR PAY & BONUS GAP *continued...*

**Bonus pay gap** includes any additional payments referring to profit sharing or performance in the form of money or vouchers. In our case the vast majority of bonus pay is in the form of the annual bonus scheme. In our 2023 scheme all eligible employees received their bonus. This was 118 employees, 57 male and 61 female. The methodology stated in the gender pay gap regulations requires us to report on the difference in the actual amount of bonus received by our employees which means it is heavily influenced by our gender split across the upper quartiles.



The median and mean difference for all our eligible male and female employees ordinary bonus payment is 48.2% and 60.4% respectively.





## OUR COMMITMENTS

### INCLUSION

Our DE&I journey goes from strength to strength. BerryWorld is proudly a member of Inclusive Employers. An Industry standard that helps us hold a light to our company wide initiatives. Our Aim throughout 2024 will be to carry out an Internal Audit in the DE&I space – We will be working towards an Inclusion and Diversity Workplace Accreditation – The Inclusive Employers Standard.

### PEOPLE POLICIES

We continue to develop and increase our offering to our people through our people policies. A full audit on People Policies will be carried out with Inclusive Employers.

### GRADUATES

BerryWorld continues to work alongside industry professionals, with a focus on Inclusion and shaping our future landscape, enabling us to reach out to a wider pool.

We have now opened up our programme to a more diverse audience with a focus on both farming and non-farming backgrounds.

### COACHING AND MENTORING

We will continue to hold a bank of coaches to support colleagues when needed. This may be to enable our colleagues to develop a plan to take the next step in our business. We also promote our internal business partner approach within our People and Culture team to support and coach colleagues. The business partnering model is also now live in our I.T department.

### EDUCATION AND TALENT

In 2024 we are continuing our educational programme on the back of the very successful launch of Growing Leaders Programme in 2023. To ensure we take a more diverse approach to our colleague's development, we will be rolling out Cross Functional Education so that we benefit from Skills sharing. We will also be rolling out DE&I Awareness Training with Inclusive Employers with a top – down approach.





# GROWING WITH INCLUSION & DIVERSITY



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