



BerryWorld

GENDER PAY GAP REPORT 2021



A MESSAGE FROM ADAM OLINS, CEO

AT BERRYWORLD, OUR PEOPLE AND CULTURE ARE AT THE CENTER OF WHAT WE DO.

We believe in opportunities for all and ensure on equality throughout our business and we aim our learning and culture activities around this. To keep us on track we engage with our people, talk to them and take on board their suggestions and listen to their concerns. They help guide us and keep us grounded when it comes to our People focus and strategy.

Adam Olins, CEO



A MESSAGE FROM KIM REZK, HR DIRECTOR

As a people centric business, I echo what Adam has said above. We have a strategy and focus but regularly check in with our people to ensure we remain focused on what really matters to them as well as us as a business. We are continually learning and developing our people activities and are extremely proud of our people.

Kim Rezk, HR Director



OUR CULTURE

Understanding our culture and what we offer to ensure all our employees are united and feel part of something is important to us. Diversity and inclusion is about our people feeling they belong and are integral to our culture. We talk about our differences, in fact... we celebrate them. To help all our employees be themselves at work we have developed our core areas of support that reflect working at BerryWorld.

- **Inclusion at all levels**
- **Agile working opportunities**
- **Celebrating cultures**
- **Equal opportunity employment**
- **Diversity network access**
- **Values & Behaviours**
- **Individual Learning and Development opportunities**





Flexible Working

We support our employees to have flexible options around their role. We encourage options and opportunity.



People Calendar

We run an annual calendar of events for our people to include welfare, personal improvement and wellbeing.



Diversity & Inclusion

We will continue to educate our employees on diversity and inclusion, and we have started with in-house training for all.



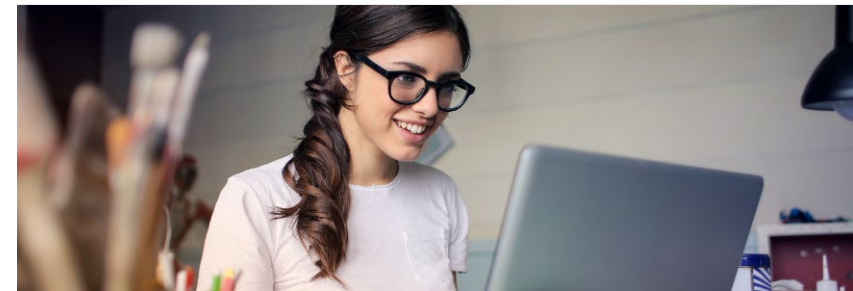
Celebrating Our People

We celebrate with our people and this has included International Women's day, Pride, EID and many more.



Mental Health

We have dedicated MHFA employees who sit within the business and teams. We make time to talk and share.



Employee Wellbeing

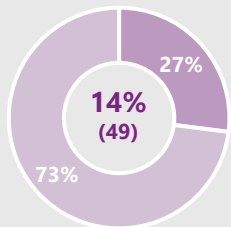
We ensure the wellbeing of our people and have annual incentives to support this, including health checks, flu jabs and wellness meetings.

UNDERSTANDING OUR PEOPLE

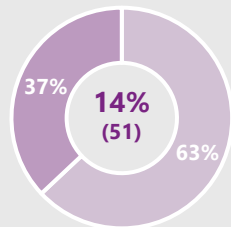
The breakdown of our workforce was key to understanding our Pay and Bonus Schemes. It meant we started to see who our key influencers were and the split of males and females not just across our businesses, but between our work levels too.

To identify our key areas of opportunity, we looked at the total population of our people across all of our businesses based in the UK. The workforce in our Group function, Varieties business and BerryWorld UK business are predominantly office based. These units make up 28% (100) of BerryWorld's total workforce and although there is a male heavy workforce in our Group and Varieties units, there is a female heavy workforce in our UK business unit. PrepWorld has a total population of 255 employees with a 55%/45% gender split across it's workforce - PrepWorld is a prepared fruit business with over 70% of its employees being production line based. PrepWorld has the most balanced split of males and females in any of our businesses.

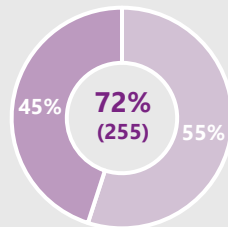
Gender split across our business units



Group & Varieties



United Kingdom



PrepWorld

We can see that there are opportunities for our businesses to look at their total gender split, to ensure that we continue to offer equal opportunities.

Across the BerryWorld Group we have 355 employees:

171 male | 184 female

255 of our workforce are factory workers
and 100 are office workers



UNDERSTANDING OUR PAY GAP

Here we show that our median and mean pay gap is 10.9% and 25.3% respectively. BerryWorld's Median pay gap is down from 11.1% in 2018, with aims to see this reduce further year on year.

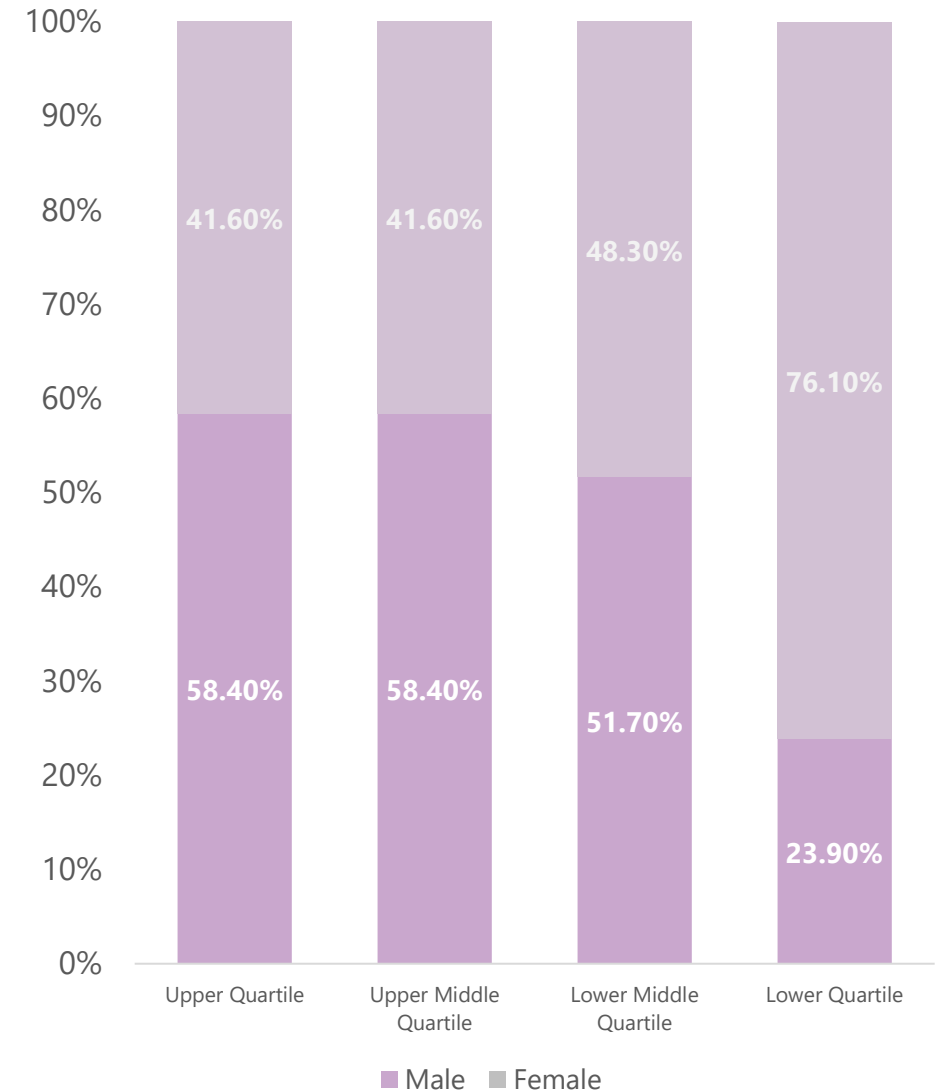
We have seen movement in the split of male and female employees in the upper quartile. Since 2017 we have moved from 34% to 41.6% female in our upper quartiles. Both the upper middle and lower middle quartiles have increased in male population as we see more equal recruitment across all levels in our business. We are encouraged by the direction that these figures show (more women moving into senior roles) and we are confident we see more positive movement in our 2021 report.

All Employees

Median
10.9%

Mean
25.3%

The Median and Mean average difference for all our male and female employees ordinary pay is 10.9% and 25.3% respectively. The national average gender pay gap (Median) for 2019 was 17.3%.



UNDERSTANDING OUR BONUS GAP

BerryWorld Limited operates one bonus scheme across all of its territories. All eligible employees received an equal and fair bonus at the time of reporting.

Our bonus scheme comprises of three factors; business performance, personal performance and individual work level. If the business meets its targets then the bonus scheme will pay out to all employees who have also met their personal targets. Gender plays no role in our bonus scheme. In 2020 our bonus scheme did not pay out to any of our employees.

Our business is growing internationally, with substantial growth across the globe. We see that the UK based businesses are supporting the growth of other BerryWorld divisions worldwide. We eagerly await our 2021 report to look once again at our Bonus Gap data.



OUR COMMITMENTS

Diversity and Inclusion

In our 2019 report we spoke about our plans for all employees to participate in Diversity and Inclusion training. The planned training has been completed and going forward work in this area will be integral to our commitment to an inclusive culture. There are other employee initiatives planned that will demonstrate our further commitment to inclusion throughout 2021.

Talent

In 2020 we have seen the work and development of our new people management system. This will allow colleagues to share their ambitions and individuality with us in an open and innovative platform. We use this data to review our ways of working, our training and our development programmes to ensure that every person working at BerryWorld has opportunity to reach their personal goals. Time of publication this new system has been launch (April 2021)

Coaching and Mentoring

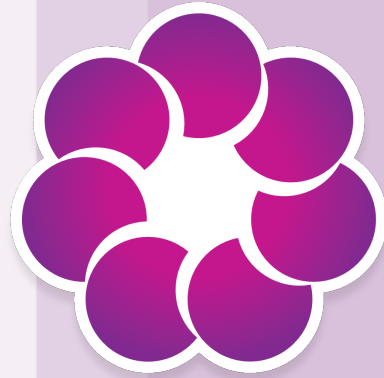
We will continue to hold a bank of coaches to support colleagues when needed. This may be to enable our colleagues to develop a plan to take the next step or to assist them with a transition within the business. We also promote our internal business partner approach within our HR team to support and coach colleagues.

People Policies

We have launched our increased maternity and paternity policies which aim to support our colleagues as their families grow. We are also launching a new flexible working policy which will support the progression of our people whilst giving them the flexibility to balance their working and personal lives. The support of these policies give our colleagues choices and confidence that any changes to their regular work pattern will not hold them back but support them moving forward.

We confirm that the data and information reported is accurate on the 8th April 2020.





BerryWorld

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