



BerryWorld

GENDER PAY GAP REPORT 2022



A MESSAGE FROM ADAM OLINS, CEO

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

In 2021, we continued our commitment to inclusion within our business. By understanding our people more we can use this knowledge to ensure we have provided for them correctly. Furthermore, we encourage their development and aspirations aligned to how we run our business. We promote individuality and inclusion and ensure that our people are heard, whether that is via an internal survey, employee feedback sessions or just by listening to each other. We listen and make sure we adapt. Opportunities for all is important to us and we will continue to build our internal talent.

Adam Olins, CEO



A MESSAGE FROM KIM REZK, HR DIRECTOR

Being inclusive is extremely important to us because we are all different. Our backgrounds, beliefs and general life experiences all make us who we are. Only by being ourselves can we be our best. That's why we are committed to being inclusive and a place people want to work. I am really pleased with how we are doing this, but as ever there is still more to do and I know that I have the support from the senior teams to develop our people plan and strategy to align with employee expectations and hopes. We will continue to work hard, have fun and make a difference.

Kim Rezk, HR Director



OUR CULTURE

The Culture at BerryWorld is the heart of our business – we celebrate our teams, individual successes and support each other to achieve our personal and professional goals. Training our people to ensure they are able to do their job and well, is really important to all of us. Furthermore, we aim for all our employees to feel united and part of something; this means celebrating our diversity and focusing on inclusion – our people feel they belong and are integral to our culture. 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
- Celebrating cultures
- Diversity network access
- Individual Learning and Development opportunities
- Agile working opportunities
- Equal opportunity employment
- Values & Behaviours





Flexible Working

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



People Calendar

We run an annual calendar of events for our people ranging from seasonal events, welfare, personal improvement and wellbeing.



Diversity & Inclusion

We continue to educate ourselves and 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

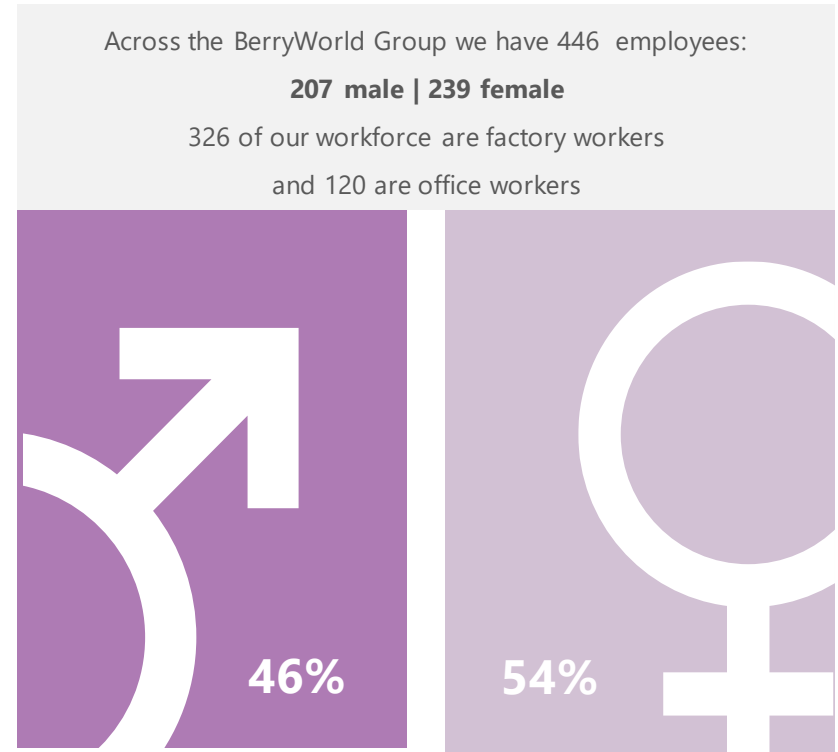
We ensure the wellbeing of our people and have annual incentives to support this, including health checks, flu jabs and wellness meetings.

UNDERSTANDING OUR PEOPLE

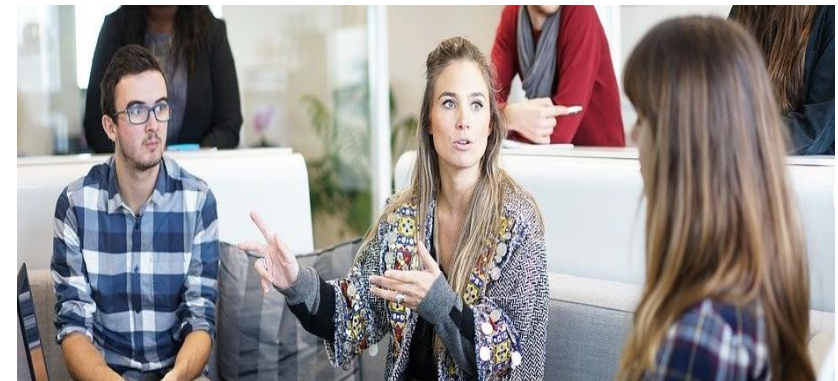
The key to understanding our Pay and Bonus data was looking at the breakdown of our employees across our BerryWorld Group. This analysis has allowed us to see who our key influencers are and the split of males and females not just across our businesses, but between our work levels too.

To identify our key areas of opportunity, we looked at the total population of our people across all 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 27% (120) of BerryWorld’s total workforce and although there are more male employees in our *Group* and *Varieties* units, there is a female heavy workforce in our *BerryWorld UK* business unit. *PrepWorld* has a total population of 326 employees with a 45%/55% gender split across its 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.

With the above in mind, we do keep an eye on our gender split, but we also do believe in the right "person" for the job and as such are un-biased in our gender selection.



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.



UNDERSTANDING OUR PAY GAP

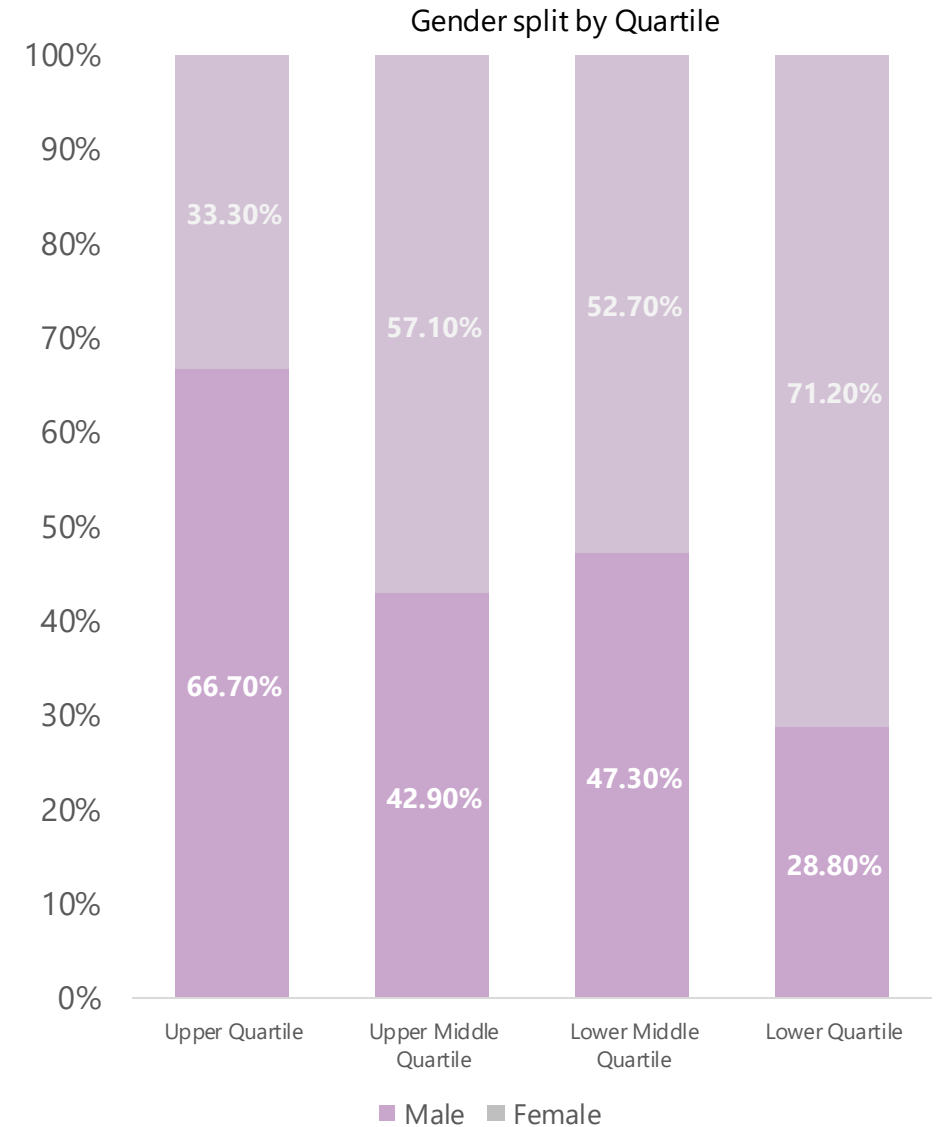
Here we see that our median and mean pay gap is 15.7% and 33.3% respectively. This is up from 10.9% and 25.3% respectively from our 2021 report. At BerryWorld we do not discriminate in pay between female and male employees in the same role – we find our gap appears from an unbalance of male and female employees in our quartile splits.

We have seen movement in the split of male and female employees in all of our quartiles and look more deeply into this below in order to understand our pay gap in more detail.

Since our 2021 report we have seen the benefits of focussing on equal opportunity recruitment in our lower quartile with our population showing a movement closer towards 50/50 of males and females where we have previously had a predominately female workforce in this quartile. This quartile is now split of 28.8%/71.8% male and female where previously it was 23.3%/76.1% male and female.

Both the lower middle and upper middle quartiles have increased in female population from 48.3% and 42.6% in 2021 and now 52.7% and 57.1% in our 2022 report. 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 will see more positive movement in our 2023 report.

All Employees	
Median 15.7%	Mean 33.3%
The Median and Mean difference for all our male and female employees ordinary pay is 15.7% and 33.3% respectively. The national gender pay gap (Median) for 2020 was 17.3% and in 2021 the median gap was 14.9%.	



UNDERSTANDING OUR BONUS GAP

BerryWorld Limited operates one bonus scheme across all 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 2021 our bonus scheme paid out to all eligible employees. Our median was 47.7% and our mean was 58.3%. When looking across our quartiles we see that the biggest gap in our bonus payments comes from our upper quartile but can see that this is due to an unbalance where our population is split 67%/33% of males and females. This population split translates directly into our median/mean differences in our bonus gap. To help understand this more closely, we now monitor our bonus gap by work level, so that we can ensure that similar roles within our business are paid equally and do not reflect any gender bias.

Whilst we need to calculate the mean and median to produce the GPG report, we have run a separate report internally to address any differences that have occurred when paying a bonus via our bonus scheme. This report has been compiled by breaking down all our employees, by work level and male and female split. This will allow us to pinpoint any differences and we will ensure these are aligned accordingly

All Employees	
Median 47.7%	Mean 58.3%

The Median and Mean difference for all our eligible male and female employees ordinary bonus payment is 47.7% and 58.3% respectively.

Across the BerryWorld Group we have 446 employees:

207 male | 239 female

193 of our workforce were paid a bonus

100% of our eligible colleagues received a bonus



Our 2020 bonus scheme paid out to 100% of our eligible employees. This was a total of 193 employees of which 43% (95) are male and 37% (98) are female.

OUR JOURNEY



The Ethnicity Pay Gap Journey

We have been following the development of the government position on ethnicity reporting for businesses since 2018.

Whilst the government are yet to make it mandatory for businesses to report on their ethnicity pay gap, in 2021 the CIPD have recommended that businesses voluntarily start to report on this data.

What data to report

The CIPD has suggested that whilst reporting on ethnicity pay gaps is voluntary we should try to align where we can with six key reporting areas which are aligned to the gender pay gap. These are median ethnicity pay gap, mean ethnicity pay gap, median bonus gap, mean bonus gap, bonus proportions and quartile bands. Additionally, they have encouraged contextual data such as the proportion of an employer's total UK workforce from BAME/ other ethnic minority backgrounds and the proportion of employees who have disclosed their ethnicity be shared in the data to allow for fair analysis of the pay gap data.

The Challenges

The CIPD have commented on the challenges that businesses

are facing with reporting on their ethnicity reporting. The largest challenge has been the accuracy of reporting as this relies on the majority of employees sharing their ethnicity data with the organisation, with many organisations saying that they find asking for ethnicity data intrusive to their employees. Other challenges collated by the CIPD are deciding on the appropriate categories of ethnicity to report, intersectionality, regional differences and general uncertainty and discomfort around language and terminology. These challenges are the expected cause of delay from the government in making this reporting mandatory.

Our Aims

At BerryWorld we aim to develop our Gender Pay Report into and to include our Ethnicity data. Our first step on that journey is to ask our employees to share with us their ethnicity so that we can start to analyse this information. At the time of writing (Q1 2022) BerryWorld UK, Group and Varieties 49% of those employees have shared their ethnicity data with us voluntarily.

At BerryWorld we do not discriminate based on age, race, disability or gender and are encouraged that any reporting of our ethnicity gap will support this.

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.





BerryWorld

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