



GROWING WITH

BerryWorld
INCLUSION & DIVERSITY

GENDER PAY GAP
REPORT 2023

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OUR PAY & BONUS GAP



A MESSAGE FROM **ADAM OLINS**, CEO

In 2022, we continued our commitment to inclusion within our business. We promote individuality and ensure that our people are heard. We know that there is still a lot to do – including creating opportunities to deeper understand and be clearer on our stance on Inclusion and Diversity. I hope as you read on that you are as inspired as I am and restless for us to achieve more.



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

Being inclusive matters. It matters because we're all different. Our backgrounds, beliefs and life experiences all define who we are. Our commitment to continue our focus on Inclusion and Diversity fully supports BerryWorld's educational journey of equality in the workplace. I trust that our commitments at the end of this report will help everyone understand this journey.





OUR CULTURE

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

Culture and Quality are at the heart of BerryWorld – 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 have a large focus on Mental Health with a high proportion of Mental Health First Aiders within our business.

In 2023 we move towards an even more focussed approach to **Inclusion and Diversity**, with the launch of our Inclusion Champions and Communities cohort – shining a spotlight on all things that are Inclusive.

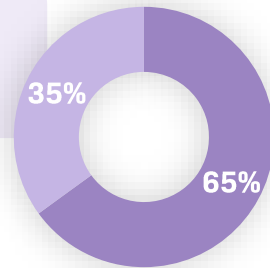


Across the BerryWorld Group we have 550 employees: **250 Male | 300 Female**

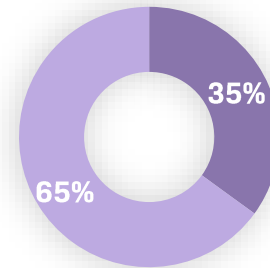
459 of our workforce are factory workers and 120 are office workers

OUR PEOPLE

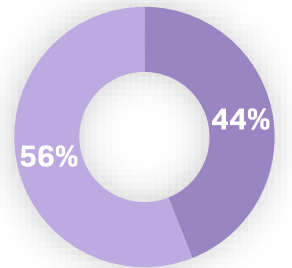
The key to understanding our **Pay and Bonus** data was looking at the breakdown of our employees across our BerryWorld Group. This analysis has allowed us to see who our key influencers are and the split of males and females across our businesses. We can see that our **Group & Varieties** function has a 65%/35% split between males and females. The **UK** business has a 35%/65% split and the **PrepWorld** business continues to have the best split of all our businesses with a 44%/56% split.



GROUP & VARIETIES



UNITED KINGDOM

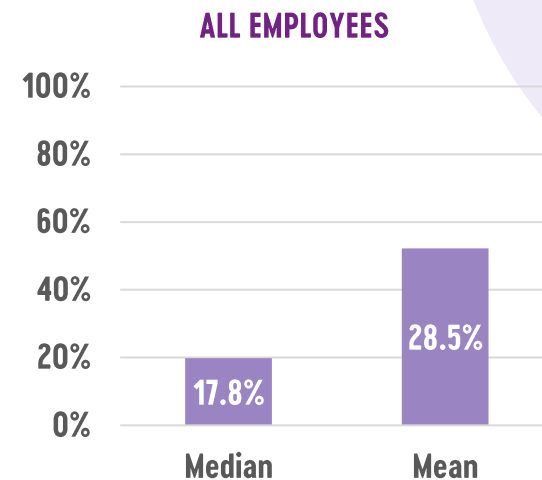
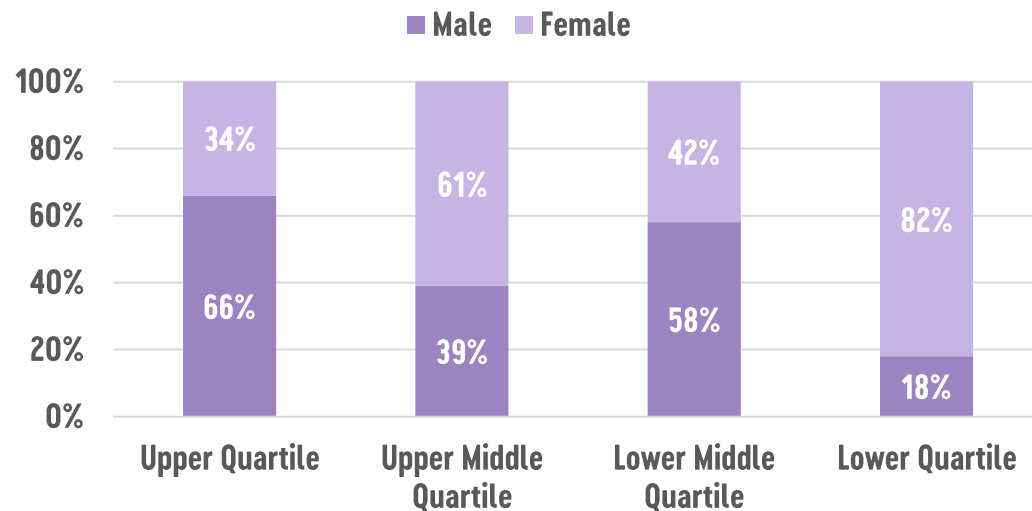


PREP WORLD

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.

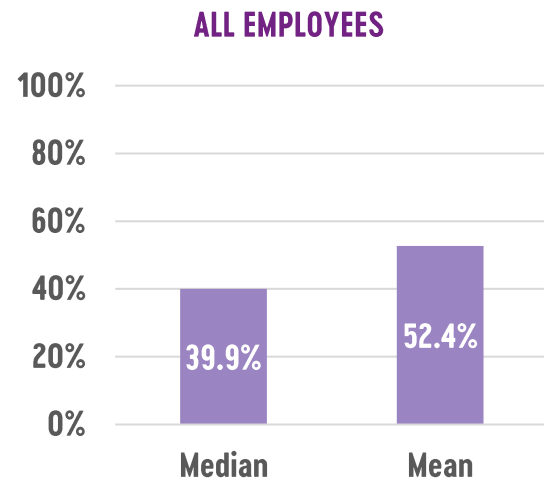
The mean pay gap is the difference in the average hourly pay between men and women. The average hourly rate of pay is calculated by adding up all the hourly pay of every female and dividing it by the total number of female employees. The same is done for the males.



The median and mean for all our male and female employees ordinary pay is 17.8% and 28.5% respectively. The national gender pay gap (median) for 2020 was 17.3% and in 2021 the median gap was 14.9%.

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 2021 scheme all eligible employees received their bonus. This was 131 employees, 66 male and 65 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 39.9% and 52.4% respectively.



OUR COMMITMENTS

INCLUSION CHAMPIONS

Inclusion is at the heart of BerryWorld, and we are proud of our family culture. We celebrate our differences but realise there is still a lot to learn and a lot to hear. In early 2023 we have created Inclusion Champions who will be listening to our teams and focussing on inclusion activities for the year.

TALENT

In 2023 we are launching our Managers at BerryWorld and Growing Leaders programmes to develop and create our managers and leaders of the future at BerryWorld. In this cohort are a few of our inclusion champions who we hope will be part of building an even more inclusive BerryWorld of the future.

GRADUATES

BerryWorld are now working alongside an industry professional, with a focus on Inclusion and shaping our future landscape, enabling us to reach out to a wider pool. We are also increasing our offering by including Industry placement year opportunities in a formal way that we've never been able to offer before.

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.

PEOPLE POLICIES

We continue to develop and increase our offering to our people through our people policies. Looking outwardly to industry best practice and listening to our people to make sure our policies support them and make BerryWorld the best place to work.

THE ETHNICITY PAY GAP

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 2023) BerryWorld UK, Group and Varieties 94% 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.





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