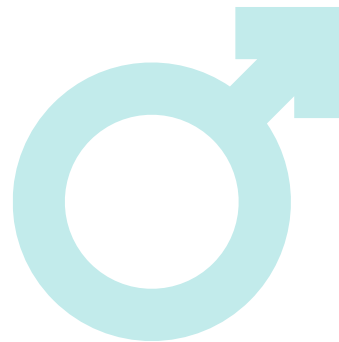
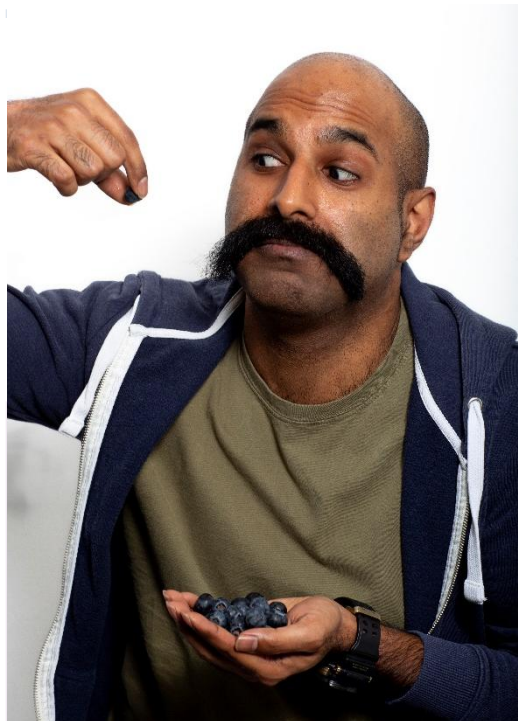
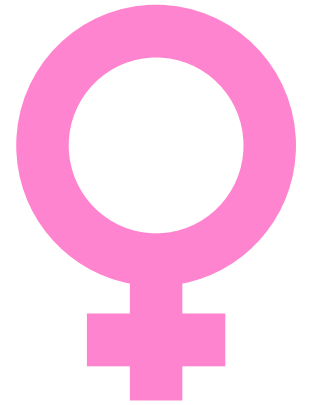




GROWING WITH
INCLUSION & DIVERSITY

GENDER PAY GAP
REPORT 2025



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All data in this report was captured on the 5th of April 2024 and is correct at the time of reporting April 2025

ADAM OLINS, CEO

With the support of our gender-based initiatives and educational programs, BerryWorld is moving in the direction to achieve the diversity of roles and the gender balance across our business. Our values, behaviors and ways of working continue to enhance our already vibrant culture of a very proud and strong team. This report represents our UK business.





Inclusive
Employers



OUR CULTURE

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

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.

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

We are now proud members of the **Global Women Fresh** Network. GWF brings together Women in Produce – from the front lines to the front offices – to close the gender divide in our industry.



OUR PEOPLE

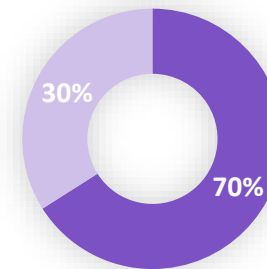
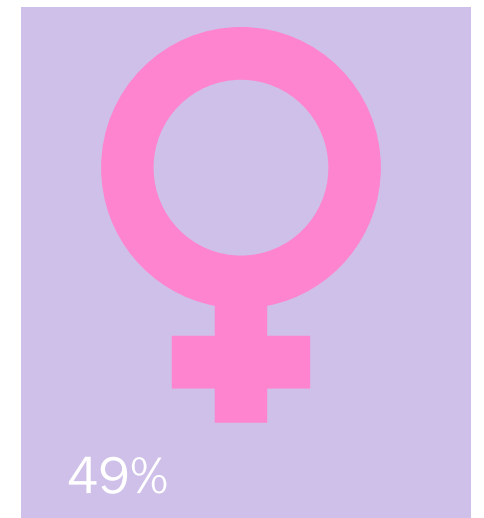
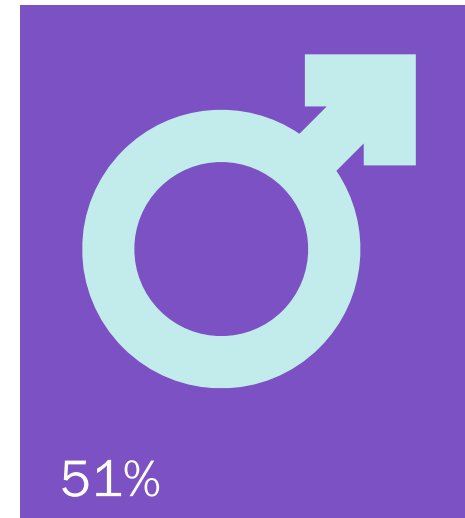
The key to understanding our **Pay and Bonus** data was looking at the breakdown of our employees across our BerryWorld. This analysis has allowed us to see who our key influencers are and the split of males and females across our businesses. The data shows the insight below:

Group & Varieties has a 70% / 30% split between males and females

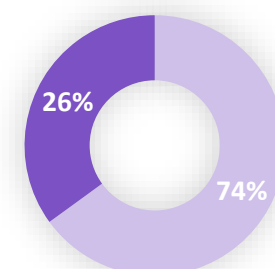
UK has a 26% / 74% split

PrepWorld has a 51% / 49% split

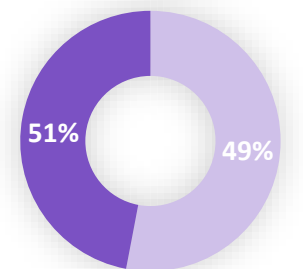
Across BerryWorld we have 576 employees:
291 Male | 285 Female



GROUP & VARIETIES



UK

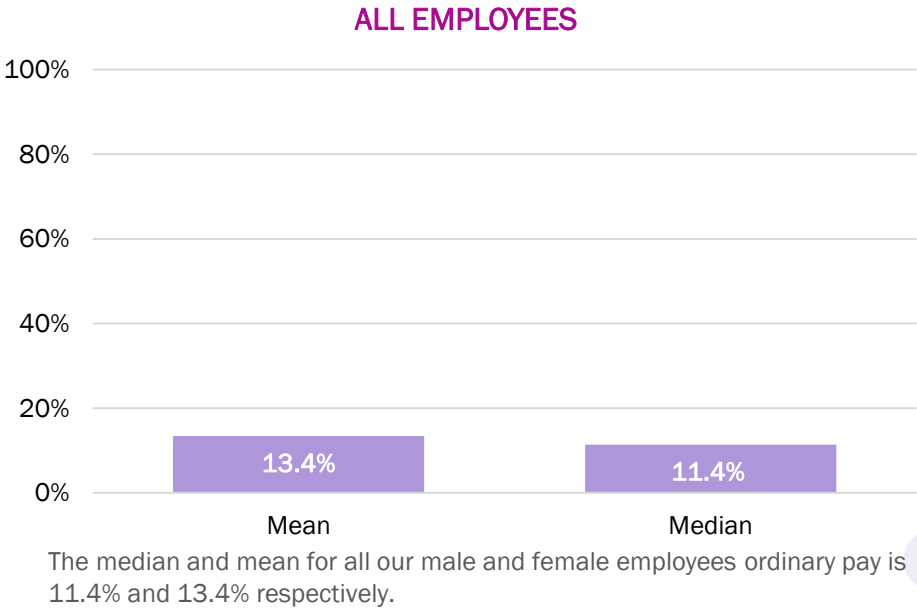
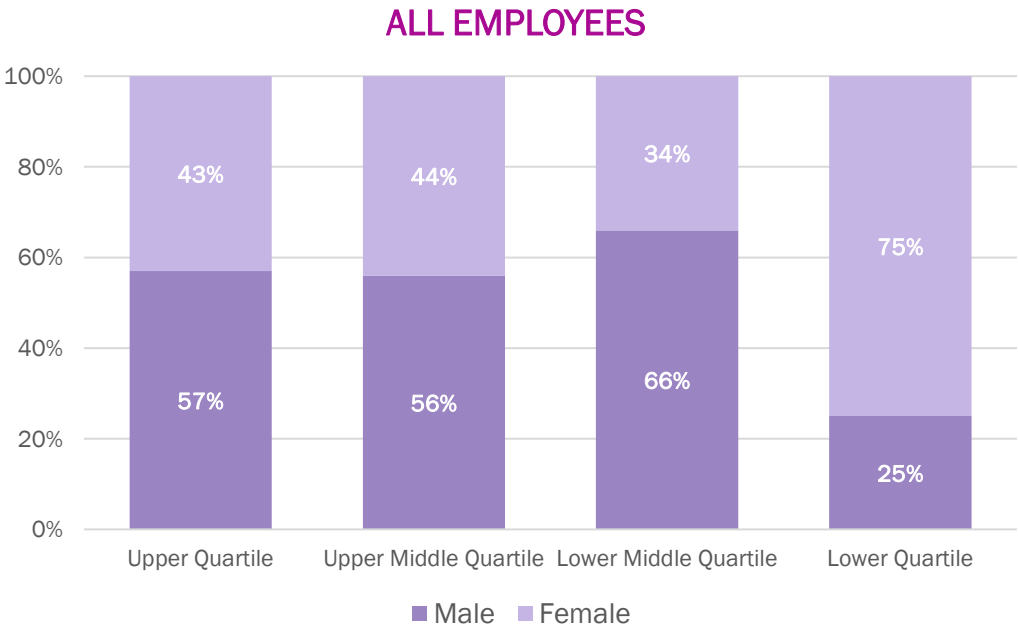


PREPWorld

UNDERSTANDING OUR PAY & BONUS GAP

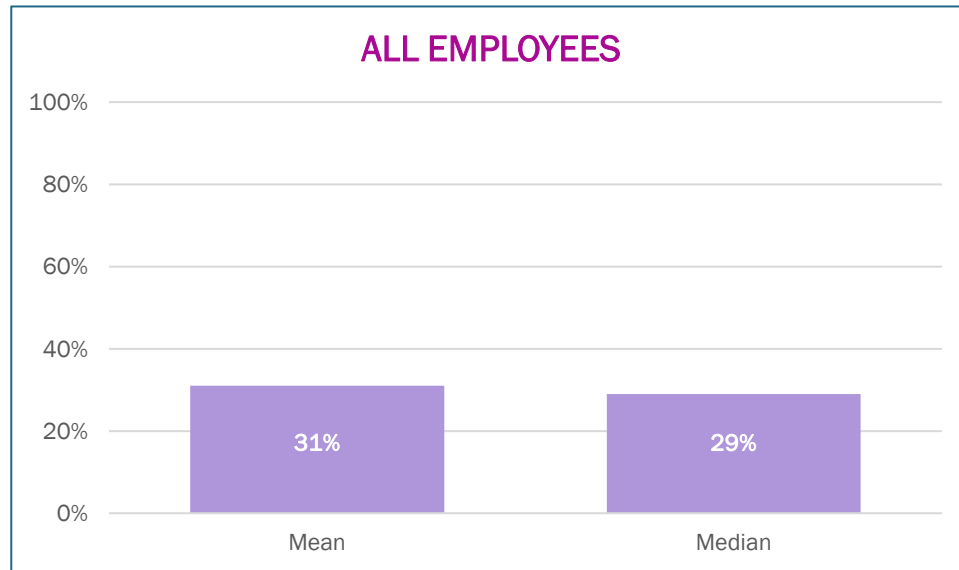
The median pay gap is the difference between the midpoints of hourly pay of all men and women. The easiest way to picture how this is calculated is to imagine all our female employees standing next to each other in one line in order of lowest hourly pay to highest and imagine the picture with our male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

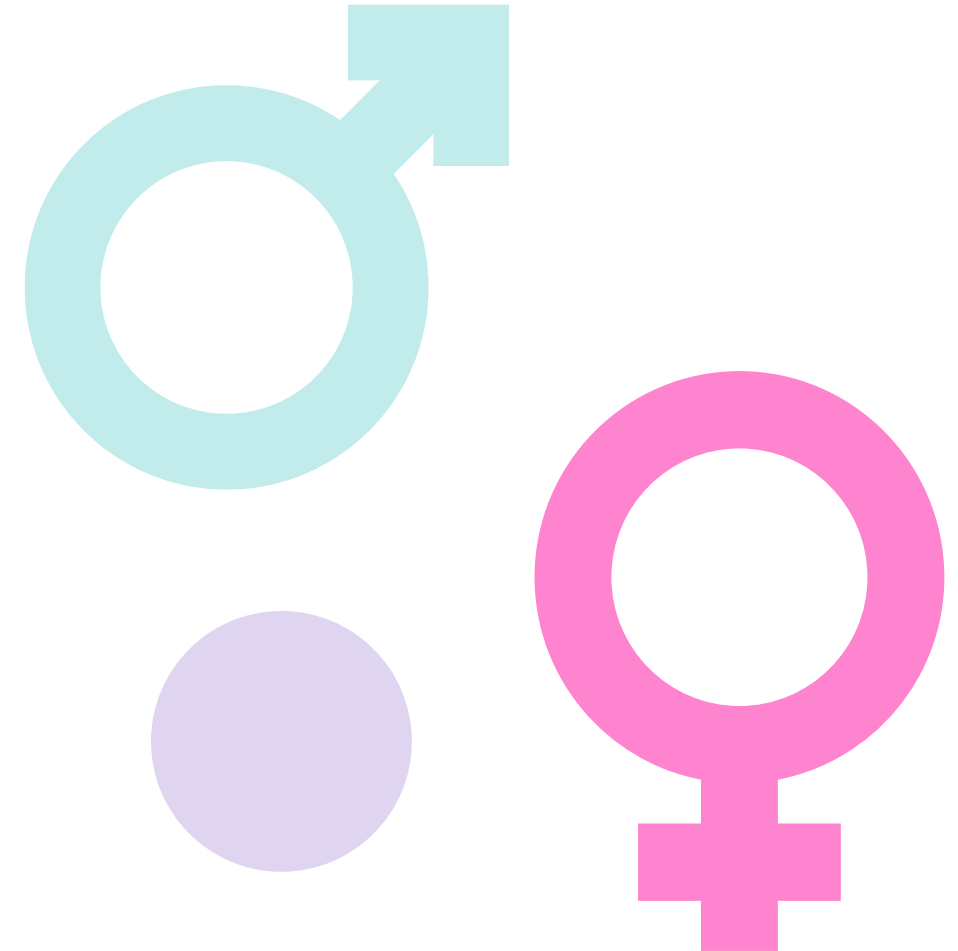


UNDERSTANDING OUR PAY & BONUS GAP *continued...*

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 2024 scheme all eligible employees received their bonus. This was 188 employees, 87 male and 101 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 mean and median difference for all our eligible male and female employees ordinary bonus payment is 31% and 29% respectively.



OUR COMMITMENTS



Billy Houghton

MENTAL HEALTH FIRST AIDERS

Billy is one of 13 **Mental Health First Aiders** providing support, guidance and educational initiatives throughout the year. We will continue to grow the cohort in 2025.



Claire Francis

WELLNESS

Supporting our colleagues through our Mental Health initiatives is proving to be a true added value to the productivity of our business.

Claire Francis (MBACP) **Integrative Psychotherapist** is providing support with our mental health & well being programme.



Mel Hickman

GRADUATES

Our Graduate programme continues to grow from strength to strength. As part of Mel's role as **Technical Manager**, she is able to combine her Industry knowledge and her dedication to the Graduate programme committed resource to support the process has given us a deeper focus in this space.



Sarah Ratcliff

EDUCATION AND DEVELOPMENT

With over 20 years experience as an **L&D Practitioner**, Sarah is an award-winning Learning Consultant and Speaking Ambassador for Cegos Ltd. In 2024, we rolled out an Educational programme with Sarah, with a strong focus on confidence and awareness. Throughout 2025 we will continue to work closely with Sarah so that we can ensure continuity in our Educational journey.



Maddie Cawthorn

PEOPLE AND POLICIES

Maddie is our **Senior Business Partner** in the People and Culture Team. As we continue to develop and increase our offering to our people through our people policies, values and behaviours. We strive to continuously improve our Offering both internally and externally.



Emma Henry

RESPONSIBLE RESOURCING

Our **Head of Responsible Sourcing** – Emma's responsibility is to work with colleagues and our wider supply chain to not only protect the brand but ultimately to protect those that work within our supply chain. Working closely with key stakeholders to map, identify risks associated with human rights and sustainability.



GROWING WITH INCLUSION & DIVERSITY



BerryWorld Group

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