

## Gender Pay Gap Report 5<sup>th</sup> April 2018

### Introduction

Place UK are a leading UK processor offering a wide range of processing services and solutions for fruit and vegetables, including blanching, chopping, slicing, pureeing, freezing, inspecting and sorting.

We are recognised as one of the UK's leading growers and processors of high-quality soft fruits for major British supermarkets and are involved in one of the worlds foremost plant breeding and supply programmes producing strawberries, raspberries, blackberries, rhubarb and cherries.

### Gender Pay Gap Reporting

New Legislation came into force in April 2017 requiring UK employers with more than 250 employees to publish their gender pay gap. This is an equality measure that shows the difference in average earnings between men and women.

### Our Gender Pay Gap Figures

#### Proportion of Males and Females



70%



30%

#### Gender Hourly Pay Gap

Mean Gender Pay Gap  
8.7%



Median Gender Pay Gap  
0%

#### Gender Bonus Gap

##### Proportion of Males and Females Receiving a Bonus Payment

Male	Female
30%	40%

##### Gender Bonus Gap



Mean Gender Bonus Gap  
84%



Median Gender Bonus Gap  
0%

At Place UK Ltd, the mean gender pay gap is 8.7% compared to the national average for full time employees, which was released by the Office for National Statistics, of 8.6%. A key factor in our Company which influences both the mean and median gender pay gap is that men currently occupy a higher proportion of senior roles. It is this factor which also influences our gender bonus pay gap. Whilst a higher proportion of women receive bonus payments, it is the senior roles that tend to attract larger bonuses and therefore we see a gap in mean gender bonus payments.

## Proportion of Males and Females in each Quartile Pay Band

		
Upper Quartile	69%	31%
Upper middle quartile	79%	21%
Lower middle quartile	89%	11%
Lower quartile	59%	41%

Analysis of our data, shows that this pay gap is not caused by men or women being paid differently to do the same job but is driven instead by the structure of our workforce. We are confident that there is no imbalance in the rates of pay given to men and women doing the same or equivalent work.

The proportion of males and females in each quartile pay band confirms that we employ many more males than females, however this is relatively common in the agricultural sector. The headcount has increased by 13 compared to this time last year, with a number of these roles at a senior level. This has resulted in an increase of females in the two upper quartiles compared to last year.

We remain committed to gender pay equality and proactively monitor the pay of both male and female colleagues doing similar roles.

I can confirm that the data contained within this report is accurate.



**Emily Chenery**  
Head of HR