

# Gender Pay Gap Report

## 5th April 2019

### 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.

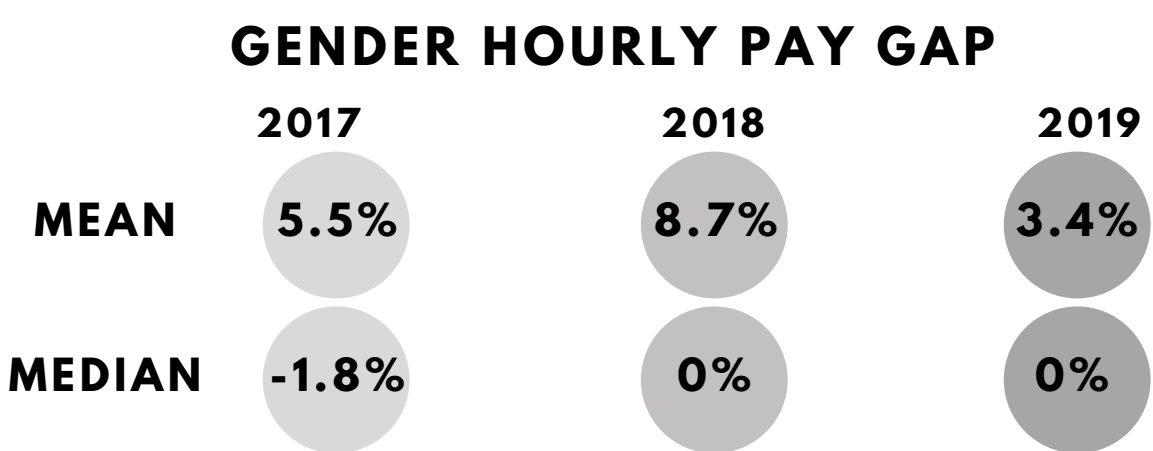
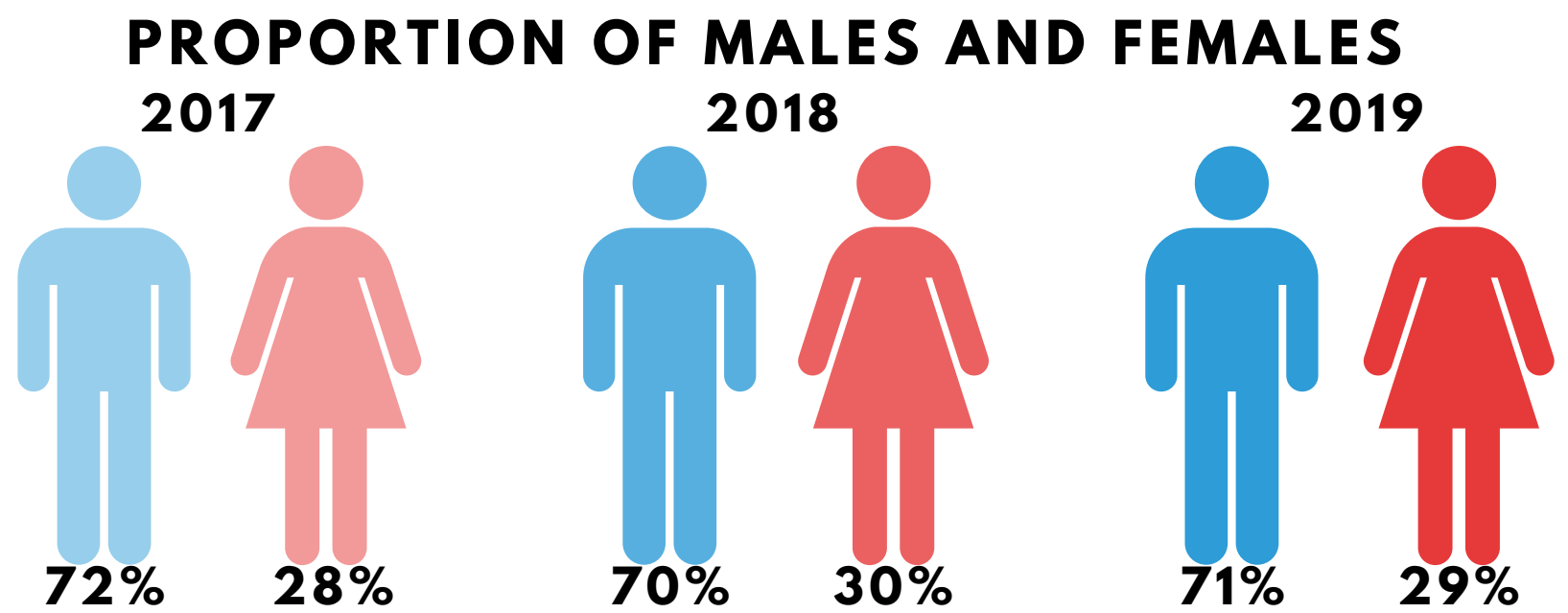
We are recognised as one of the UK's leading growers and processors of high-quality soft fruits for major British supermarkets and are involved in one of the world's foremost plant breeding and supply programmes producing strawberries, raspberries, blackberries, rhubarb and cherries.

### GENDER PAY GAP REPORTING

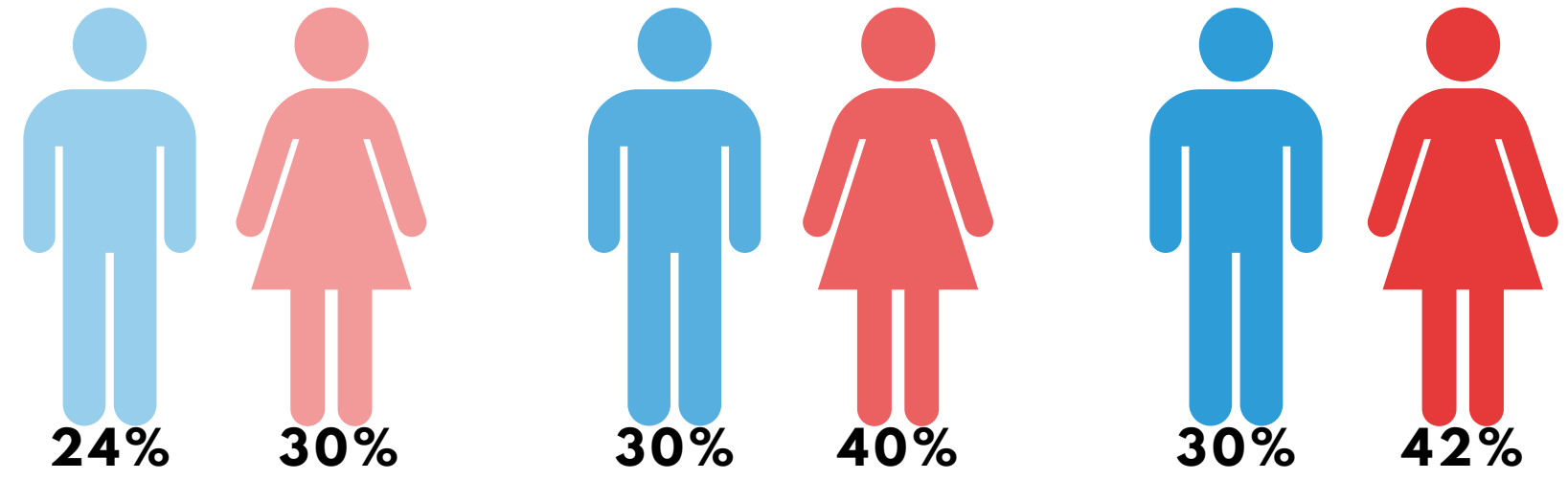
New Legislation came into force in April 2017 requiring UK employers with more than 250 employees to publish their gender pay gap. This is an equality measure that shows the difference in average earnings between men and women.

### OUR GENDER PAY GAP FIGURES

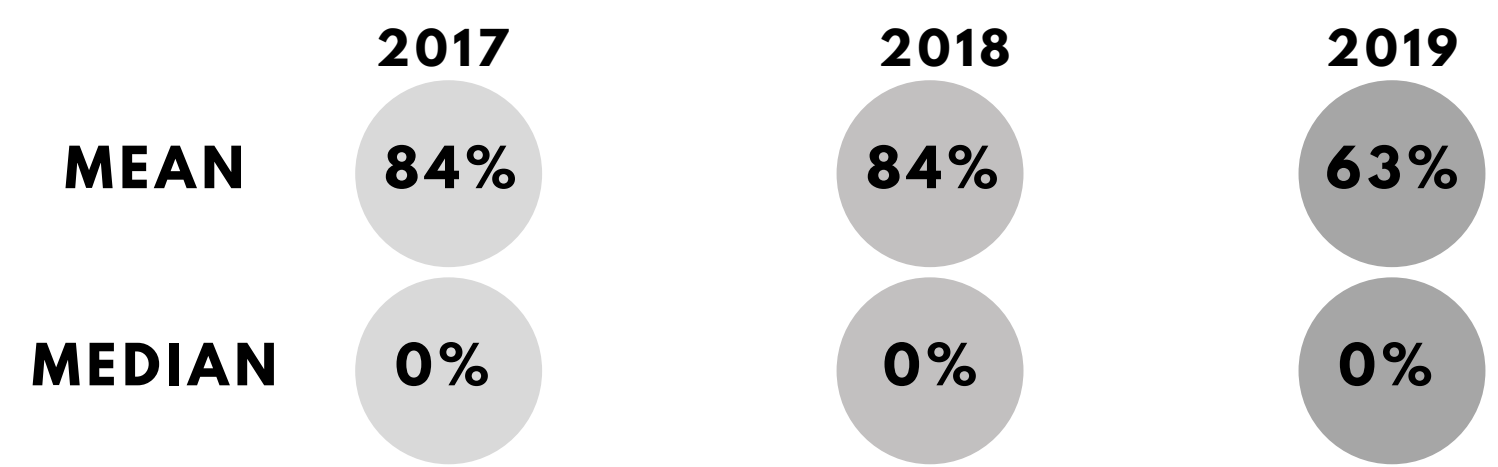
The below information shows the required data since 2017.



#### PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT

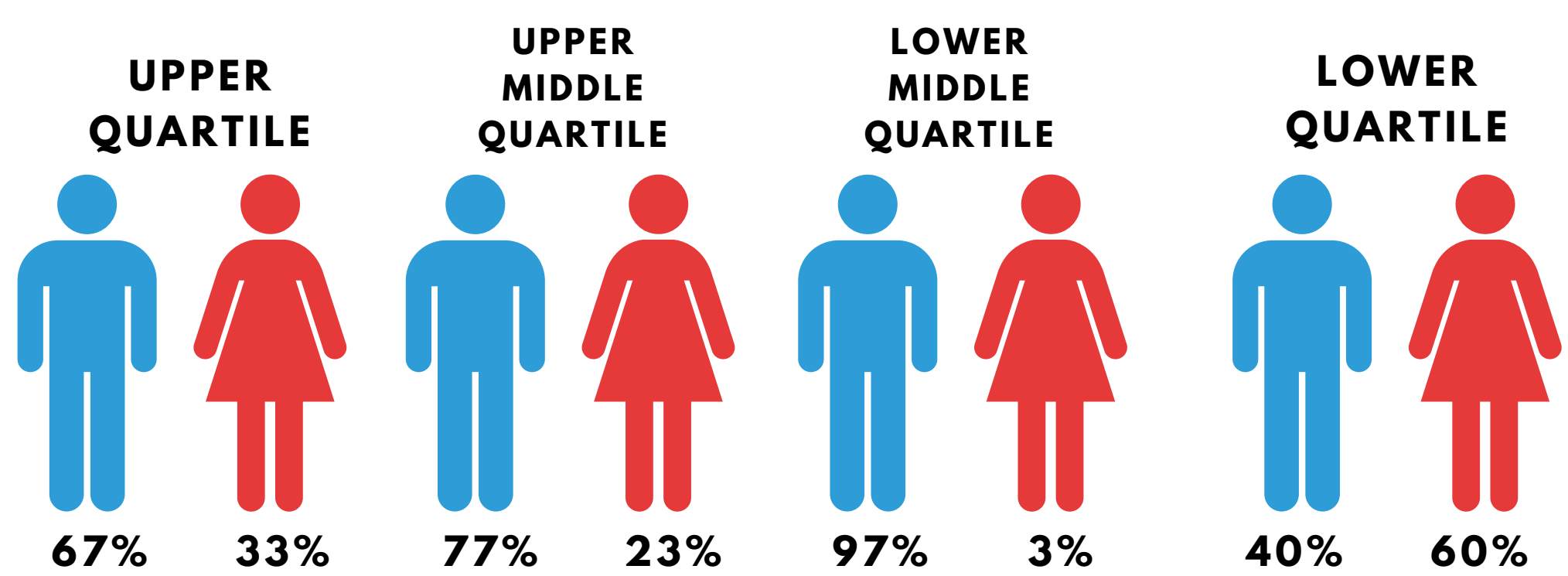


### GENDER BONUS GAP



At Place UK Ltd, the mean gender pay gap is 3.4%. A key factor in our Company which influences this is that we employ significantly more males than females, however this is not uncommon in the agricultural sector. It is this factor which also influences our gender bonus pay gap as 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 2019



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.

We remain committed to gender pay equality and proactively monitor the pay of all employees doing similar roles.

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

Emily Chenery  
Head of HR