



GENDER PAY GAP REPORT 2025

All UK companies with 250 or more employees on 5 April 2025 must report annually details of their gender pay and bonus gap. Place UK is publishing its 2025 annual gender pay gap report.

Place UK are a family-owned British food company providing solutions for retailers and manufacturers across IQF & Fresh Fruits, and IQF Pulses, Rice and Pasta. Specialists in providing product solutions and adding value to products, whether co-packing or providing bespoke innovation.

Place UK operates within the Horticulture sector, which historically has a higher proportion of male employees, 62% of our colleagues are male. Having a greater awareness of the Gender Pay enables us to take a broader view as we strive to be a fully diverse and inclusive workforce. We continue to attract more females into the business through policy progression and remain focussed on ways to attract, retain and develop our diverse and inclusive workforce.

Having compared previous years data with the 2024 report, we are confident that we pay men and women equally for work of equal value, and that any differences from previous years are not an indication there is differential due to gender.

We are proud to be Place UK; we create an environment that supports and empowers our colleagues to create the highest quality products. We continue to be committed to best practices and ethical codes and values to support our diverse and inclusive workforce.

Pay and bonus comparison between women and men (as at 5th April 2025)

This chart shows the percentage by which women's average hourly pay and bonus pay is compared to men.

	Mean	Median
Hourly Pay	3.8%	1%
Bonus	-3.7%	0%

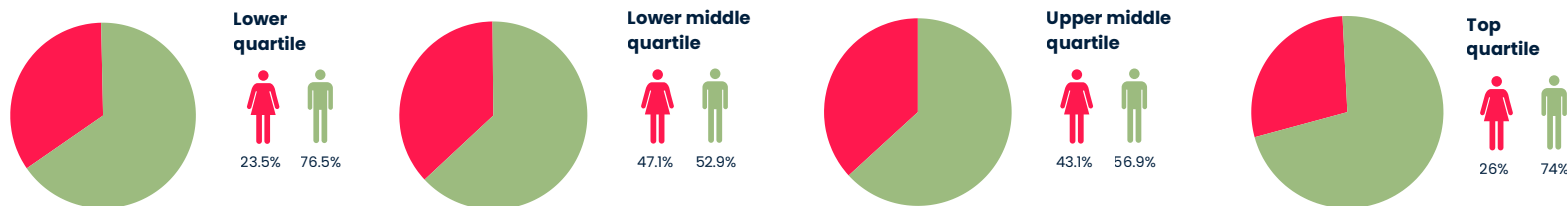
Proportion of employees receiving a bonus in 12 months preceding 5th April 2025

This chart shows the percentage by which women's average hourly pay and bonus pay is compared to men.



Distribution of employees across pay quartiles (as at 5th April 2025)

The chart above shows the gender distribution across our business in four quartiles based on pay bands. There is a greater proportion of male employees across all levels of our business reflecting the nature of the sector in which we operate.



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

Kat Reed

For and on behalf of the Board of Directors of Place UK Ltd