

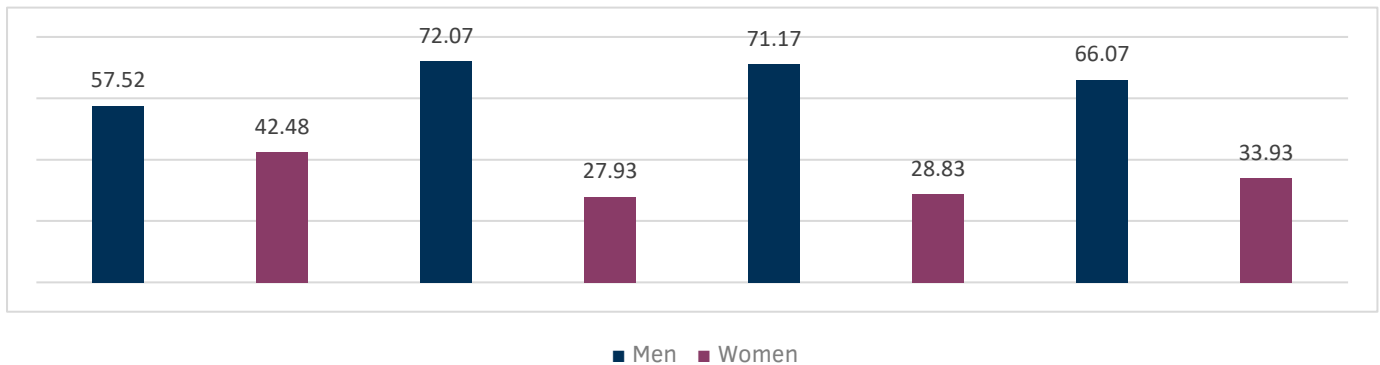
HAYGROVE GENDER PAY GAP REPORT

HAYGROVE LTD is a business with berry and cherry farming enterprises in the UK and farming subsidiaries in South Africa, Portugal and China. We also sell 'Growing Systems' equipment to UK Growers and export to over 40 countries with further subsidiaries in Germany, USA, Mexico, Poland.

WHY ARE WE DOING THIS?

The UK business, of over 250 employees, is required by the Equality Act 2010 to calculate our gender pay and gender bonus gaps each year. This report is based on data as at 5th April 2019. At the time of this report Haygrove Ltd employed 447 staff, 149 (33%) were female and 298 (67%) were male.

WHAT IS THE NUMBER OF MEN AND WOMEN IN EACH QUARTER OF OUR PAYROLL?



- The number of men and women in each quartile reflects the percentage of men and woman across the business as a whole.
- The largest proportion of employees work within the fruit growing business where labour remains the largest cost to business and in 2019 equated to 55% of UK fruit sales.
- The Company's gender pay gap result reflects the fact that agriculture attracts a higher proportion of applications from men.

DO WE HAVE A GENDER PAY GAP?

	MEAN	MEDIAN
PAY	7.21%	0.81%
BONUS	40%	- 15%

- The pay percentage variances between men and women remain low, and therefore we are pleased to report that there is a minimal gender pay gap within the business. The bonus pay gap is a reflection that not all roles within the business qualify for the bonus scheme.
- The proportion of employees that received bonus pay were 45% of men and 55% of women.

I confirm that the data in the above report is accurate
Angus Davison, Chairman
19 March 2020

Haygrove