

The background features a decorative graphic consisting of several thick, curved lines in blue, green, and red, arranged in a circular pattern that suggests a globe or a stylized wave. The lines are set against a white background.

Blue Earth Foods
Gender Pay Gap Report
2024

Welcome to our Gender Pay Gap Report 2024

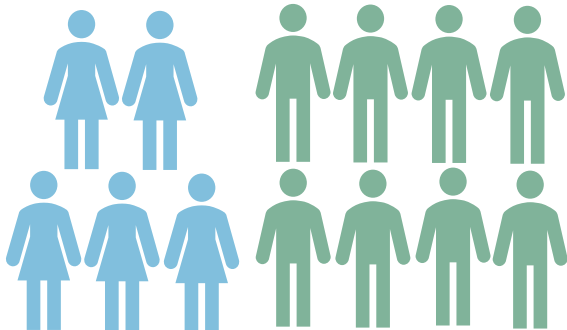
We remain committed to equality, diversity and inclusion in all forms and our ethos of doing the right thing for our people, business, local community and customers has been at the heart of our decision making.

In the months leading up to the snapshot date, we had significantly changed our business – consolidating 2 shift patterns over 7 days into one 5 day shift pattern. We had also seen a restructure as a result of this and also saw an increase in flexible working requests and acceptances as we accommodated working parents who were moving from opposing shifts onto the same shift pattern.

At the time of the snapshot data, we only had 217 employees, under the legal 250 employees required for reporting purposes.

Our gender pay data consists of

80 females **137 males**



Our **mean** gender pay gap is **4.86%** in favour of **men**

However, we stand by our commitment to equality, diversity and inclusion and will continue to report even though our numbers were below the threshold.

Data within this report is from the snapshot date of 5th April 2023. We have seen a shift in both our mean and median pay gaps in comparison with the 2022 data report. Last year we reported a mean gender pay gap of **6.67%** in favour of men, this year we are reporting a gap of **4.86%** in favour of men. When we look back on our historical data, this has dropped by almost 2% every year from 9.22% in favour of men in 2021 .

Our median pay gap has decreased from **11.9%** to **8.29%** in favour of men. Similar to last year, our 2 median employees are not fulfilling the same role and sit in two different quartiles. More details of this can be found overleaf.

I can confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'KTOOLAN'.

Kayley Toolan – Head of HR



Our **median** gender pay gap is **8.29%** in favour of **men**

Our mean and median analysis

Two of the key metrics we have to report are the **mean and median gender pay gap**. These show the difference in the average hourly rate of pay between men and women at Blue Earth Foods.

The **mean** figure represents the average hourly rate of pay across our whole workforce. Our mean pay gap is **4.86%** in favour of men, a reduction of 2% on our 2023 figure and 4% compared to 2022. The **median** figure represents the compared hourly rate of the middle male and middle female earners. Our median gender pay gap is **8.29% in favour of men**, a reduction of 2.6% since our 2023 report. Similarly to last year, our median female and male employee do not fulfil the same role and do fall in different quartiles; our female employee sits in quartile 2 whilst the male employee sits in quartile 3.

The analysis below shows the gender balance within our quartiles. Quartile 1, which contains operators and some administrative roles, is a straight 50/50 split. Quartile 2 includes some of our more skilled operators and Quartile 3 contains some of our first level of management. Quartile 4 is our subject matter experts, middle management, department heads and senior management team. The biggest disparity in gender within our quartiles remains in quartile 3, the same as the previous 2 years.



Percentage of male and female employees by Quartile

