

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 sun. The lines are set against a white background.

Blue Earth Foods
Gender Pay Gap Report
2023

Welcome to our Gender Pay Gap Report 2023

As we continue to navigate the current economic challenges, global supply chain issues and UK labour shortages, 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.

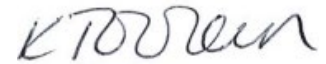
Over the last 12 months we have seen the continuing effects of a staffing crisis on the UK food industry. We have gone through significant change as a business including creating a new, transparent role structure within our Operations department and a change in shift pattern which, as a welcome by-product, has enabled us to successfully increase the number of flexible working requests granted within our facility. We regularly monitor our pay rates along with a

variety of other factors to ensure we remain fair and equal to all and competitive in the local market.

Data within this report is from the snapshot date of April 2022. We have seen a shift in both our mean and median pay gaps in comparison with the 2021 data report. Last year we reported a mean gender pay gap of **8.67%** in favour of men, this year we are reporting a gap of **6.67%** in favour of men.

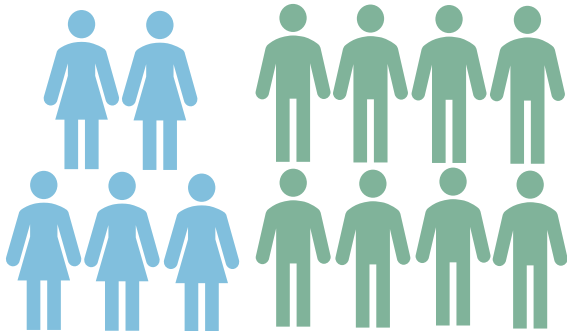
Our median pay gap has increased from **11.1%** to **11.9%** in favour of men. Similar to last year, our 2 median employees are not fulfilling the same role and sit in two different quartiles. More details of this can be found overleaf.

I can confirm the data reported is accurate.



Kayley Toolan – Head of HR

Our gender pay data consists of
92 females 155 males



Our **mean** gender pay gap is **6.67%** in favour of **men**

Our **median** gender pay gap is **11.9%** 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 **6.67%** in favour of men, a reduction of 2% on our 2022 figure. The **median** figure represents the compared hourly rate of the middle male and middle female earners. Our median gender pay gap is **11.9%**, an increase of 0.8% on our 2022 figure. 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 solely contains operators, 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 last year's report.



Percentage of male and female employees by Quartile

