

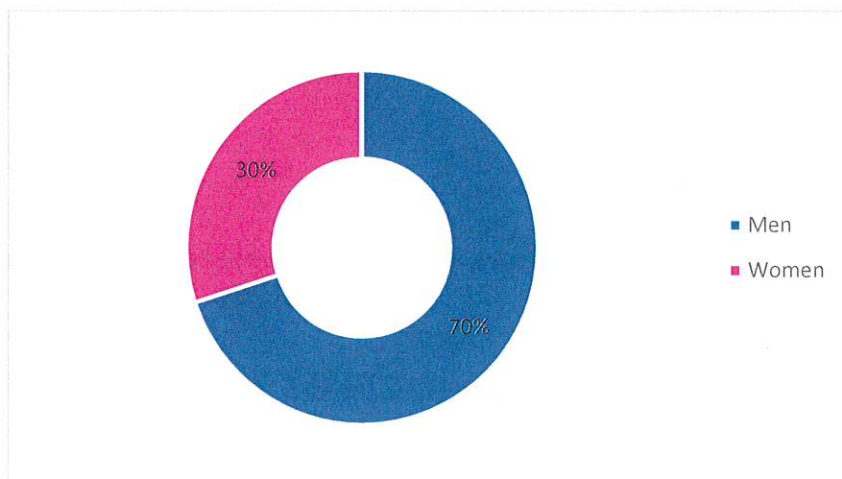
PDM Produce (UK) Ltd

Gender Pay Gap Report 2020

PDM Produce (UK) Limited grows and harvests a range of wholehead lettuce and celery products as well as growing and harvesting a range of baby leaf salad crops which are bagged and sold to both wholesale and retail customers across the UK. We were the UK's first vertically integrated fully prepared bagged salads operation.

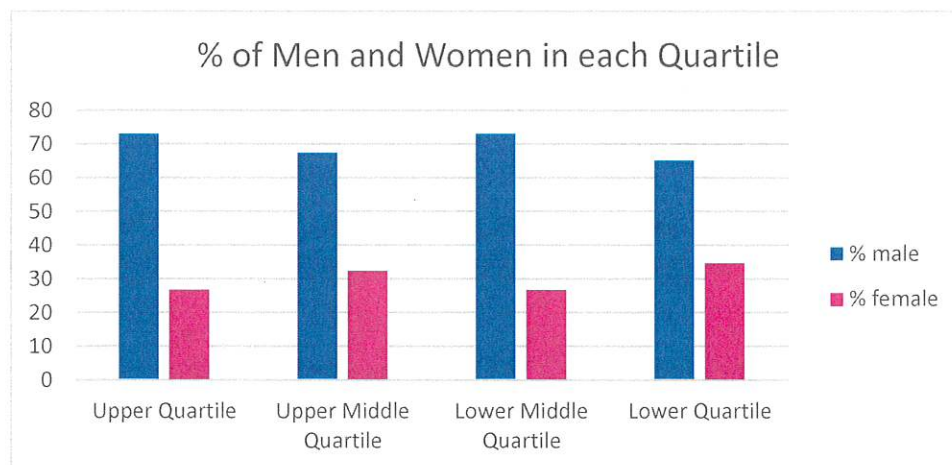
PDM Produce (UK) Ltd has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic covered under the Equality Act 2010).

In line with other organisations in our industry we employ more men than women. The data for this Review was taken on 5th April 2020 and there were 356 employees within the business at that time.



Breakdown of Gender by Quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of women's representation at different levels in the organisation.



Difference in Mean Hourly Rate

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Within PDM a woman's mean hourly rate is 0.78% higher than a man's mean hourly rate.

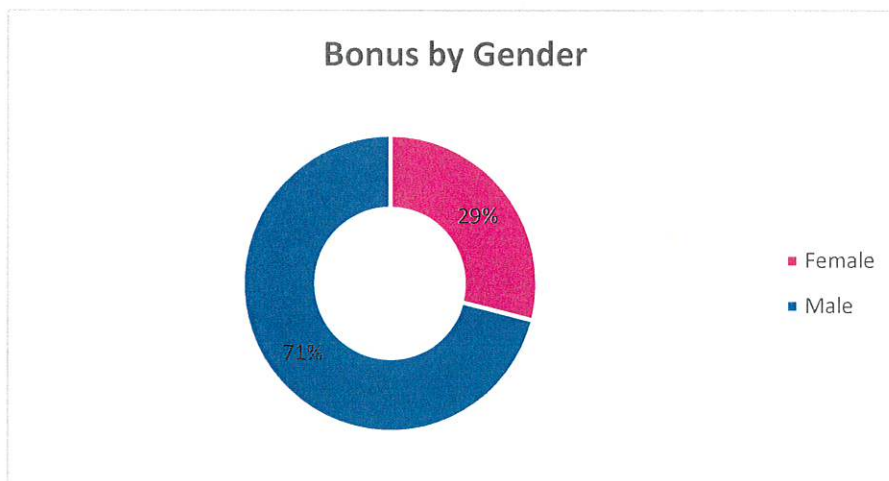
Difference in Median Hourly Rate

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. This means that the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and the men's median hourly wage (the middle paid man).

Within PDM a woman's median hourly rate is 9% lower than a man's median hourly rate.

Bonus Pay Gap

The breakdown of employees receiving bonus replicates the number of men and women employed within the business.



Difference in Mean Bonus Rate

The mean bonus rate is the average bonus across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean bonus wage and men's mean bonus wage.

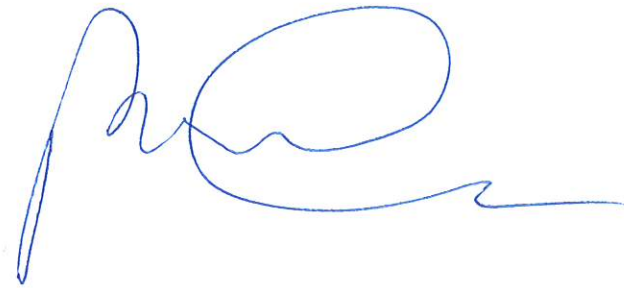
Within PDM a woman's mean bonus rate is 2.57% lower than a man's mean bonus rate.

Difference in Median Bonus Rate

The median bonus value is calculated by ranking all employees from the highest paid to the lowest paid and taking the bonus earned by the person in the middle. This means that the median gender pay gap is the difference between women's median bonus value (the bonus earned by the middle paid woman) and the men's median bonus value (the bonus earned by the middle paid man).

Within PDM a woman's median bonus value is 1.45% lower than a man's median bonus value.

I, Philip Maddocks, CEO of PDM Produce (UK) Ltd confirm that the information contained within this statement is accurate

A handwritten signature in blue ink, appearing to read 'PM', with a large loop and a long horizontal tail.

5/10/21

