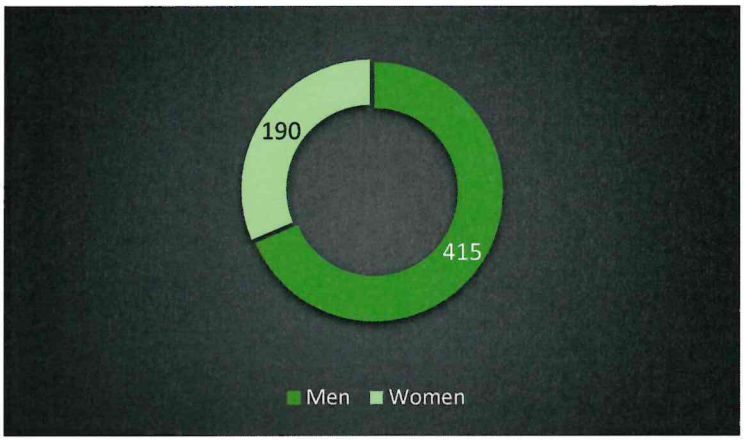
PDM Produce (UK) Ltd
Gender Pay Gap Report 2024

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 a both wholesale and retail customers across the UK. We were the UK's first vertically integrated fully prepared bagged salads operation.

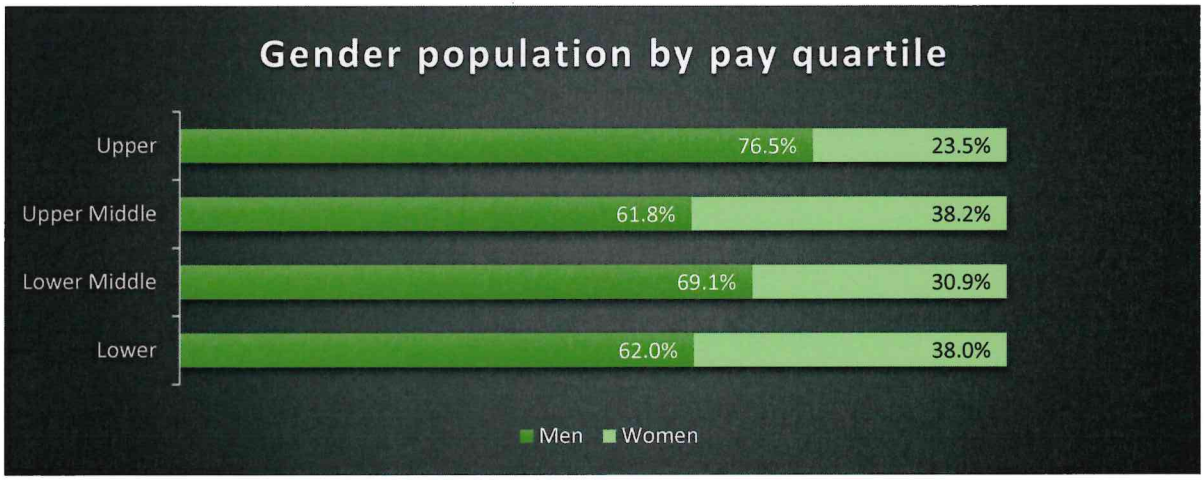
PDM Produce (UK) Ltd has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic covered under the Equality Act 2010).

In line with other organisations in our industry we employ more men than women. The data for this report was taken on 5th April 2024 and there were 605 relevant employees for the purpose of gender pay gap reporting within the business at that time.



Breakdown of Gender by Quartile

Pay quartiles are calculated by splitting all employees in an organisation into four equal 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 gender pay gap is a measure of the difference between the average hourly pay for women, compared to the average hourly pay for men.

This means that, using the mean (average), women at PDM are paid 5.2% less than men.

Difference in Median Hourly Rate

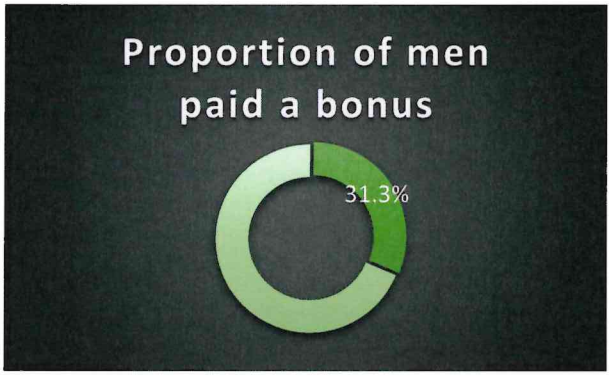
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. This means that the median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and the men's median hourly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

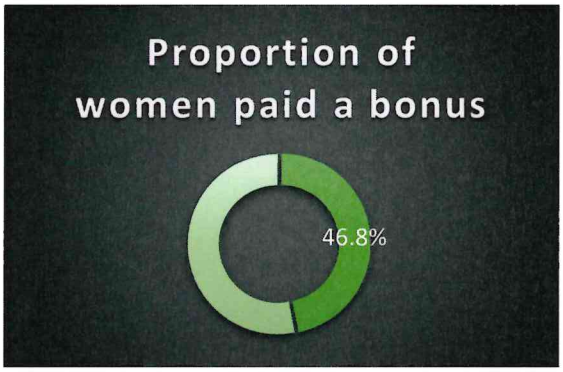
This means that when using the median, women at PDM are paid 2.7% less than men.

Bonus Pay Gap

PDM has 605 relevant employees. 415 are men, and 130 of them received bonus pay. 190 are women, and 89 of them received a bonus.

The results show that 31.3% of men and 46.8% of women received a bonus.





Difference in Mean Bonus Pay

The mean gender pay gap is a measure of the difference between the mean (average) bonus pay paid to men and women.

PDM has a 64.9% mean (average) gender pay gap using bonus pay. This means that, using the mean (average), women at PDM are paid 64.9% less in bonus pay than men.

Difference in Median Bonus Pay

The median bonus pay is calculated by ranking all employees that received bonus pay from the highest to lowest bonus pay amounts paid and taking the bonus earnt by the person in the middle. This means that the median gender pay gap is the difference between women's median bonus pay (the middle-paid woman) and the men's median bonus pay (the middle-paid man). This gives the median gender pay gap in bonus pay as a percentage of men's bonus pay.

PDM has a 21.9% median bonus gender pay gap. This means that when using the median, women at PDM receive 21.9% less bonus pay than men.

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

2 April 2025