

2017 Gender Pay Gap Report

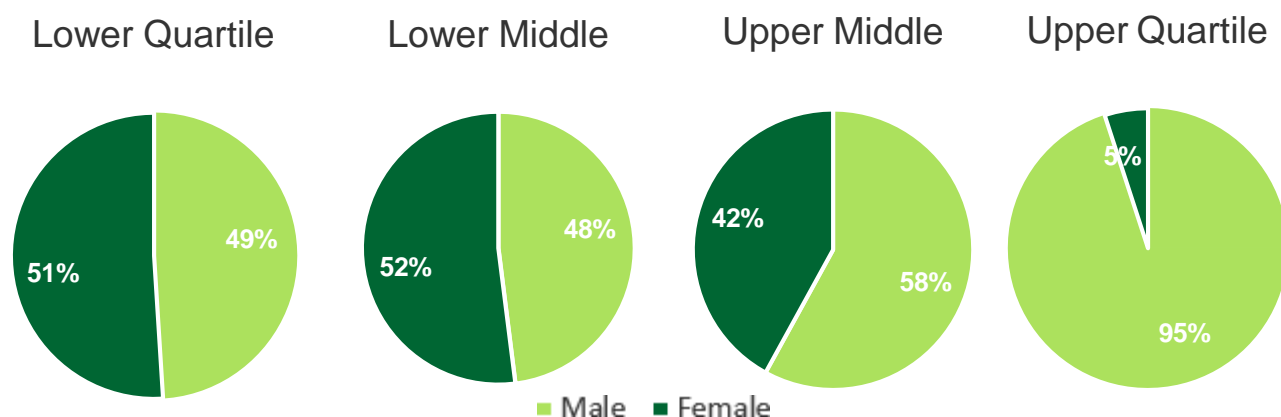
Rowe Farming Ltd is a subsidiary of Produce Investments Ltd and operates within the fresh produce sector, predominantly growing potatoes and daffodils. This Gender Pay Gap report is based on data as at 5th April 2017. On this date, 62.5% of employees were male and 37.5% were female. A significant majority of Rowe Farming employees as at 5th April were seasonal.

Our Pay and Bonus Gender Gap is as follows:

	Mean	Median
Pay	22.1%	18.9%
Bonus	27.2%	0%



The proportion of males/females in each quartile pay band is as follows:



Commentary:

- The proportion of males to females in our business correlates with those who apply for seasonal work.
- There are no differences in pay rates for different genders occupying equivalent roles.
- Our experience is that males are more likely to come to work in the UK for periods of up to 6 months.
- There is a very even proportion of males to females in the lower, middle and upper middle pay band quartiles.
- The disparity in mean and median bonus payments can be explained by directors bonuses v staff retention bonuses.

Caroline Davis, Commercial Director. 14th July 2017.