

# 2018 Gender Pay Gap Report

Rowe Farming Ltd is a subsidiary of Produce Investments Ltd and operates within the fresh produce sector, growing daffodils. This Gender Pay Gap report is based on data as at 5<sup>th</sup> April 2018. On this date, 67% of reportable employees were male and 33% were female. A significant majority of Rowe Farming employees as at 5<sup>th</sup> April were seasonal.

## Our Pay and Bonus Gender Gap is as follows:

	Mean	Median
Pay	27.3%	40.2%
Bonus	-97.5%	-100%



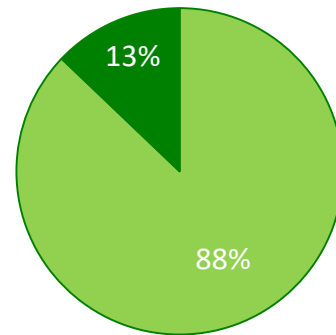
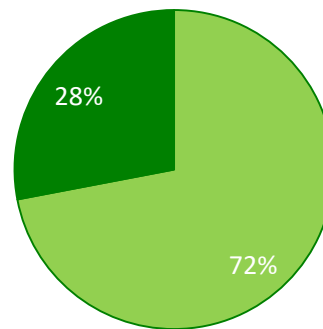
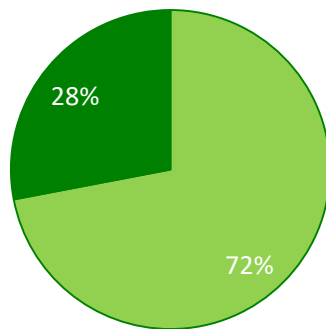
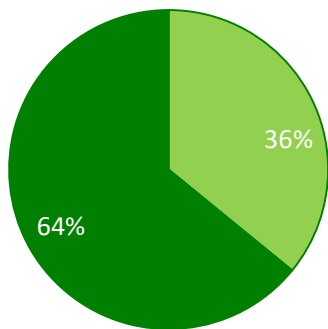
## The proportion of males/females in each quartile pay band is as follows:

Lower Quartile

Lower Middle

Upper Middle

Upper Quartile



■ Male ■ Female

## Commentary:

- According to the Office For National Statistics, the UK 2018 Gender Pay Gap (GPG) was 17.9%
- 95% of employees as at 5<sup>th</sup> April 2018 were seasonal and were paid piece rate.
- 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.
- The number of individuals receiving any form of bonus reduced v 2017 and this has skewed the figures.

Rob Stacey, Managing Director. 18<sup>th</sup> March 2019.