



# GENDER PAY REPORT 2022

(REPORTED 2023)

At Yeo Valley Production, we are committed to creating a culture of passionate people and a rewarding place to work, where co-owners feel valued and cared for.

Our people plans focus on improving and celebrating the diversity of our employees, ensuring that pay and benefits are competitive and transparent and that career paths are clear and accessible. We recognise that an inclusive workplace where everyone's voice is heard and valued, and where every individual feels that they belong, is essential to our long-term health and success as an organisation.

## OUR GENDER PAY GAP

YEAR ENDED APRIL	GENDER PAY GAP (MEAN) WOMEN ARE PAID ON AVERAGE LESS THAN MEN BY...	GENDER PAY GAP (MEDIAN) WOMEN ARE PAID ON AVERAGE LESS THAN MEN BY...	GENDER BONUS GAP (MEAN) WOMEN ARE PAID ON AVERAGE LESS THAN MEN BY...	GENDER BONUS GAP (MEDIAN) WOMEN ARE PAID ON AVERAGE LESS THAN MEN BY...
2019	7.3%	5.0%	64.7%	65.3%
			0.39% OF MEN RECEIVED A BONUS WITH 0.20% OF WOMEN RECEIVING A BONUS	
2020	4.3%	6.1%	60%	66.7%
			0.38% OF MEN RECEIVED A BONUS WITH 0.20% OF WOMEN RECEIVING A BONUS	
2021	0%	4.9%	3.8%	0%
			100% OF MEN AND WOMEN WHO JOINED BEFORE MAY 2020 RECEIVED A BONUS IN LINE WITH OUR MOVE TO BECOMING PART EMPLOYEE OWNED	
2022	1.4%	5.8%	-3.0%	0%

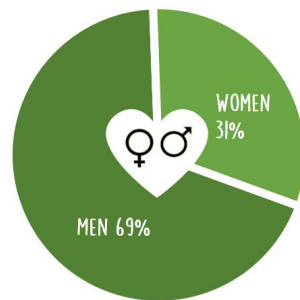
We are pleased that once again, we have a very small average pay gap between our male and female employees. At 1.4%, the average pay gap reflects a total commitment to ensure equal pay and opportunities across Yeo Valley Production.

We are delighted that 2022 saw the representation of women in our leadership group continue to grow. 38% of our leadership our women compared to 31% within our total workforce.

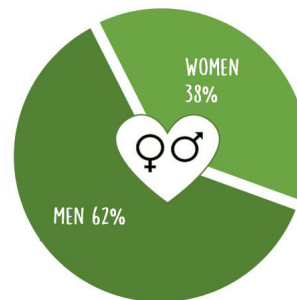
However, there is more that we can do. We need to understand why the number of women in our lower quartile of pay has increased whereas we have fewer women in the middle quartile pay ranges. We must ensure that there is no barrier to progress for our female colleagues within the business.

# WHAT'S THE GENDER PROFILE OF YEO VALLEY PRODUCTION'S WORKFORCE?

TOTAL WORKFORCE

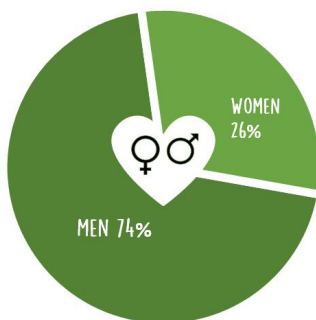


LEADERSHIP

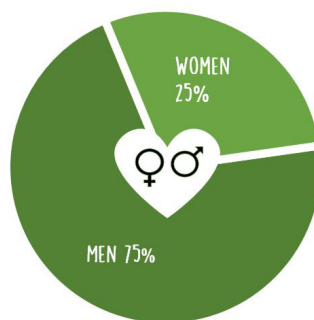


## PAY QUARTILES

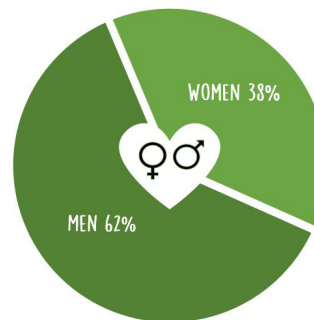
TOP 25% EARNERS



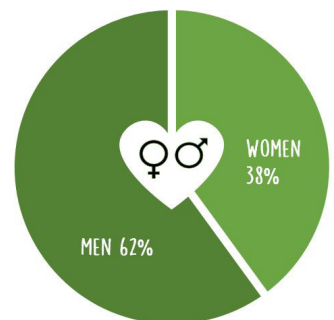
UPPER-MIDDLE EARNERS



LOWER-MIDDLE EARNERS



LOWEST 25% EARNERS



## HOW WE WILL CONTINUE TO IMPROVE OUR GENDER PAY NUMBERS

We remain committed to ensuring that Yeo Valley Production offers an equitable, diverse and inclusive culture, where everyone feels they belong and have equal opportunity to progress. This year and ongoing...

- We will complete an in-depth analysis of our 2022 results, so we can fully understand the reasons for the changes, any barriers to progress we see and develop the interventions needed to improve.
- We will ensure the career paths in our operations are embedded and applied fairly. We will extend our revised career paths and opportunities to the rest of our business.
- We will review our policies to ensure we support women in returning to work – ensuring that personal circumstances do not in any way limit access to opportunities.
- We will continue to be transparent about the progress we are making and will seek continuous feedback from our people to assess how we are doing.

**Rob Sexton, Chief Executive Officer**  
Yeo Valley Production Ltd.