



Gender pay gap report

2019-2020

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Agrovista UK Limited is supplier of agronomy advice, seed, crop protection advice and precision services to the agricultural industry.

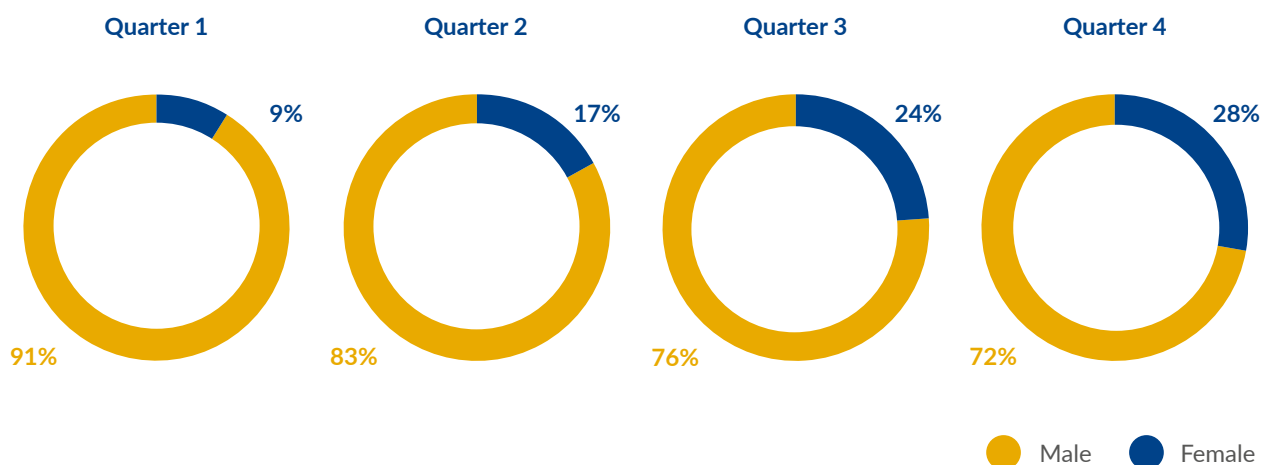
This gender pay gap report is published as at 5th April 2020. At this date Agrovista UK Limited employed 412 staff, of which 331 were male (80%) and 81 were females (20%).

Our bonus and gender pay gap is

	Mean	Median
Pay	35.7%	34.5%
Bonus	59.5%	66.7%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2020). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2020, i.e. for the 2019 performance year.

The proportion of male and females in each of our four pay quartiles is;



The mean gender pay gap per quarter is;

Mean	Mean	Mean	Mean
5.4%	0%	1%	1%

The above image illustrates the gender distribution across four equally sized quartiles, each containing 103 colleagues.

Commentary

78% of employees in sales roles are male which attracts higher salary potential and bonus payments. This is a decrease of 6% based on last year.

There are no differences in payrates for different genders occupying equivalent roles.

Agrovista is committed to continuing to address discrepancies in our pay gap and we have again decreased the pay gap in the top quartile, this year by 3.6%. Our overall median pay difference has increased by 22.5%, which is related to an acquisition late 2019. We anticipate as we integrate the acquisition fully into the business, we will be working with the aim of returning to previous or improved levels in the future.

Our mean bonus difference has decreased by 18.5%.

We are pleased to see the gap in pay in our lower three quartiles continues to show a very small difference between men and women and a decrease in the top quartile.

During 2020, we worked to further align our pay in all areas of the business, and we continue to recruit senior females within the business, this should impact on our 2021 results positively. We are pleased to note that the difference in bonuses is continuing to decrease each year, along with a higher percentage of females in the business earning a bonus.

Agrovista continue to focus on the talent management and development to ensure parity across the workforce.

Agrovista continues to offer flexible working to both male and female employees and all managers have received appropriate training to ensure they understand what behaviours and actions are required of them to support all their staff in the workplace and apply family friendly policies in a fair, non-discriminatory and consistent way.

We believe that we are working to reduce our gender pay gap and we will continue to do so.

I confirm the data reported is accurate.

A handwritten signature in blue ink, appearing to read 'C. Clayton', with a horizontal line drawn underneath it.

Name: Chris Clayton
Position: Managing Director
Dated 16th June 2021