



# Gender pay gap report

2020-2021

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

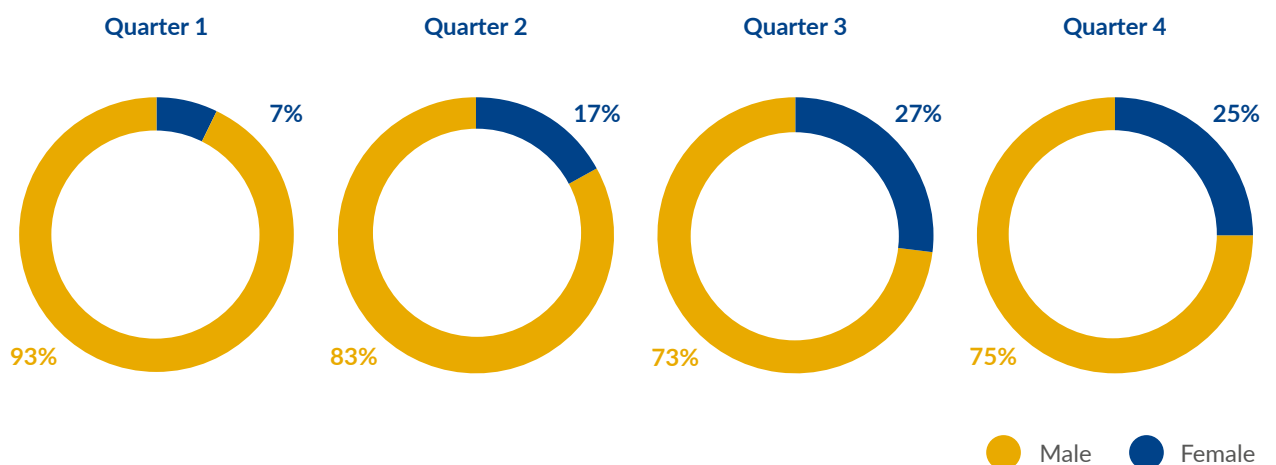
This Gender Pay Gap Report is published as of 5th April 2021. At this date Agrovista UK Limited employed 401 staff, of which 325 were male (81%) and 76 were female (19%).

## Our bonus and gender pay gap is

	Mean	Median
Pay	37.89%	29.82%
Bonus	65.25%	31.73%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2021. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2021, i.e. for the 2020 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
13.02%	-2.39%	-1.26%	0.00%

The above image illustrates the gender distribution across four equally sized quartiles, with the first 3 quartiles containing 100 colleagues each and the 4th 101.

## Commentary

Agrovista is committed to continuing to address the discrepancy in male/female employees within the upper quartile bands, however, compared to our results last year, we have increased the pay gap in the top quartile by 7.62%. Our overall median pay difference has decreased by 4.62% and our median bonus difference has decreased by 34.97%. However, our mean bonus has increased by 5.75%. We are pleased to see the gap in pay in our lower quartile continue to show no difference between men and women and that in the middle 2 quartiles women are on average earning more than men.

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.

- In sales roles, which attract higher salary potential and bonus payments, 79% of employees are male. This is an increase of 1% based on last year.
- 95% of females received a bonus in the snapshot year, which is an increase of 6% on last year.
- 91% of males received a bonus in the snapshot year, which is an increase of 4% on last year.

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

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 through it.

**Name:** Chris Clayton  
**Position:** Managing Director  
**Dated** 30th March 2022