



# Gender pay gap report

2022-2023

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

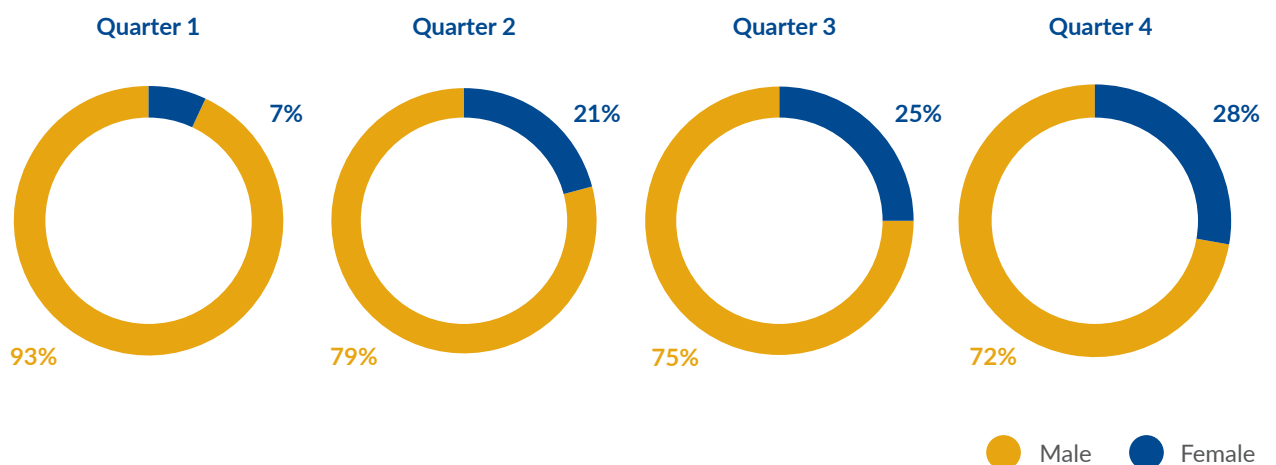
This Gender Pay Gap Report is published as of 5th April 2023. At this date Agrovista UK Limited employed 405 eligible staff, of which 323 were male (79.75%) and 82 were females (20.25%).

## Our bonus and gender pay gap is

	Mean	Median
Pay	46.69%	23.07%
Bonus	83.71%	203.03%

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. 5 April 2023). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2023, i.e. for the 2022 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
14.63%	14.63%	-1.14%	3.6%

The above image illustrates the gender distribution across four equally sized quartiles, with the first 3 quartiles containing 101 colleagues and the 4<sup>th</sup> 102.

## Commentary

Agrovista is committed to continuing to address the discrepancy in male/female employees within the upper quartile bands but compared to our results last year we have increased the pay gap in the top quartile by 0.60%.

We are pleased to see the gap in pay in our lower quartile improve by 4.2% and that women and in the middle 2 quartiles are on average earning more than men.

Pay for the highest paid female in Quartile 1 has increased by 35.5% from last year and for the lowest paid female in Quartile 1 by 49.4%. In Quartile 4, the highest paid female has received a pay increase of 14.6% and the lowest paid female has received a rise of 16.4%.

Following a record-breaking year of profits, we are pleased to note that the average amount of female bonuses rose by 68%. This led to a significant 175% improvement in the median bonus gap.

- 88.5% of employees in sales roles are male which attracts higher salary potential and bonus payments. This is an increase of 9.7% based on last year
- 84.15% of females received a bonus in the snapshot year, which is a decrease of 8.85% on last year
- 89.6% of males received a bonus in the snapshot year, which is a decrease of 3.44% on last year

The reason for the decrease in percentage of employees receiving a bonus is due to the fact that the number of employees increased, and those new employees were not necessarily eligible for a bonus at that particular point in time. We have also increased the number of females employed overall since the previous 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 long horizontal line extending to the right.

**Name: Chris Clayton**

**Position: Managing Director**

**Dated 30th March 2024**