

Gender pay gap report

2025-26

Gender pay gap report

2025-26

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

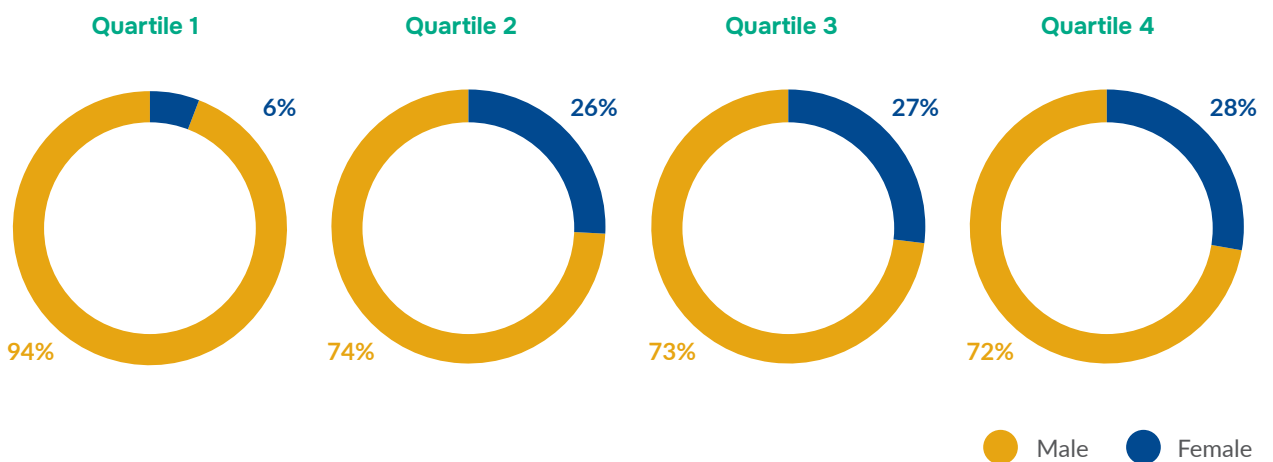
This Gender Pay Gap Report is published as of 5th April 2025. At this date Agrovista UK Limited employed 430 eligible staff, of which 336 were male (78.1%) and 94 were females (21.9%).

Our bonus and gender pay gap is

	Mean	Median
Pay	31%	19.8%
Bonus	61.3%	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. 5 April 2025). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2025, i.e. for the 2024 performance year.

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



The above image illustrates the gender distribution across four quartiles, with the 1st and 3rd quartiles containing 108 colleagues and the 2nd and 4th 107.

Commentary

Agrovista is committed to continuing to address the discrepancy in male/female employees and compared to our results last year, we are encouraged to note that we have decreased the pay gap by 3.2%.

Pay for the highest paid female overall has increased by 19.9% and for the lowest paid female by 7%.

88.3% of employees in sales roles are male which attracts higher salary potential and bonus payments. This is an increase of 1.8% based on last year.

100% of the female eligible employees received a bonus in the snapshot year, an increase of 16.7% from last year. 89.9% of males received a bonus in the snapshot year, which is an increase of 3.5% 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.



Name: Tim Hullock

Position: Finance Director

Dated 30th March 2026