



Gender pay gap report

2021-2022

Gender pay gap report

2021-2022

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

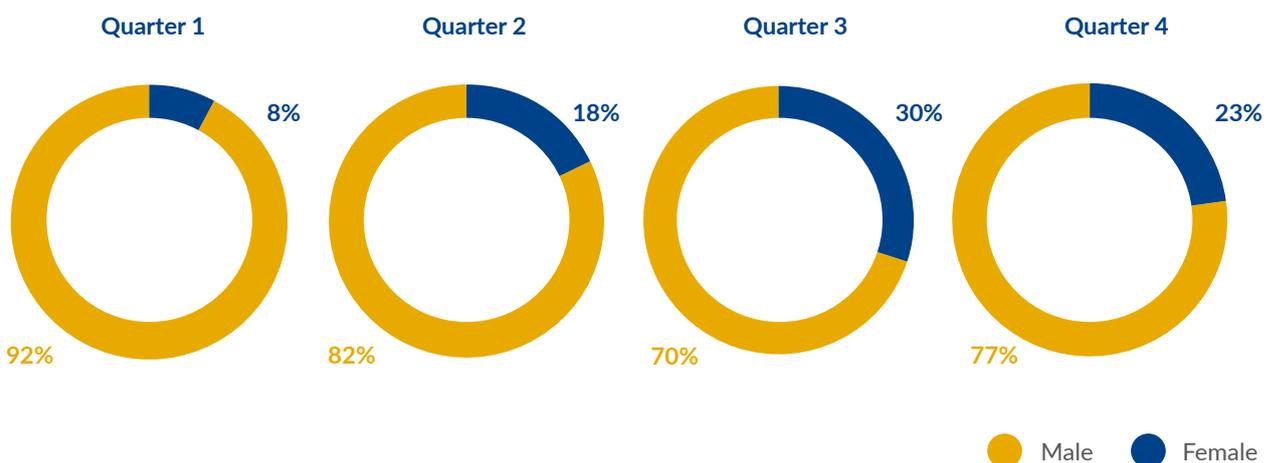
This Gender Pay Gap Report is published as of 5th April 2022. At this date Agrovista UK Limited employed 373 eligible staff, of which 299 were male (80%) and 74 were females (20%).

Our bonus and gender pay gap is

	Mean	Median
Pay	40.83%	36.82%
Bonus	59.06%	28.05%

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 2022). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2022, i.e. for the 2021 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
14.03%	4.62%	3.87%	7.84%

The above image illustrates the gender distribution across four equally sized quartiles, with the first 3 quartiles containing 93 colleagues and the 4th 94.

Commentary

We are pleased to see the gap in pay in our lower quartile continues to show very little difference between men and women and in the middle 2 quartiles the difference is minimal.

Pay for the highest paid female in Quartile 1 has increased by 3.52% from last year and for the lowest paid female in Quartile 1 by 4.99%. In Quartile 4, the highest paid female has received a pay increase of 9.9% and the lowest paid female has received a rise of 3%.

We are pleased to note that the average amount of female bonuses has risen by 69.87%. The mean female bonus amount has decreased by 6.19%.

- 78.91% of employees in sales and senior roles are male which attracts higher salary potential and bonus payments. This is a decrease of 0.09% based on last year.
- 93% of females received a bonus in the snapshot year, which is a decrease of 2% on last year.
- 92.6% of males received a bonus in the snapshot year, which is an increase of 1.6% 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 underneath it.

Name: Chris Clayton
Position: Managing Director
Dated 30th March 2023