



Agrovista's Gender Pay Gap in 2017

GENDER PAY GAP REPORT 2017

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



At Agrovista we are working to attract, develop and retain the best talent. Our aim is for everyone at Agrovista to be able to build and sustain a successful career.

We believe a diverse talent pool, where everyone has access to the same opportunities, enables our business to thrive, grow and be competitive and competent in the ever-changing landscape we operate in.



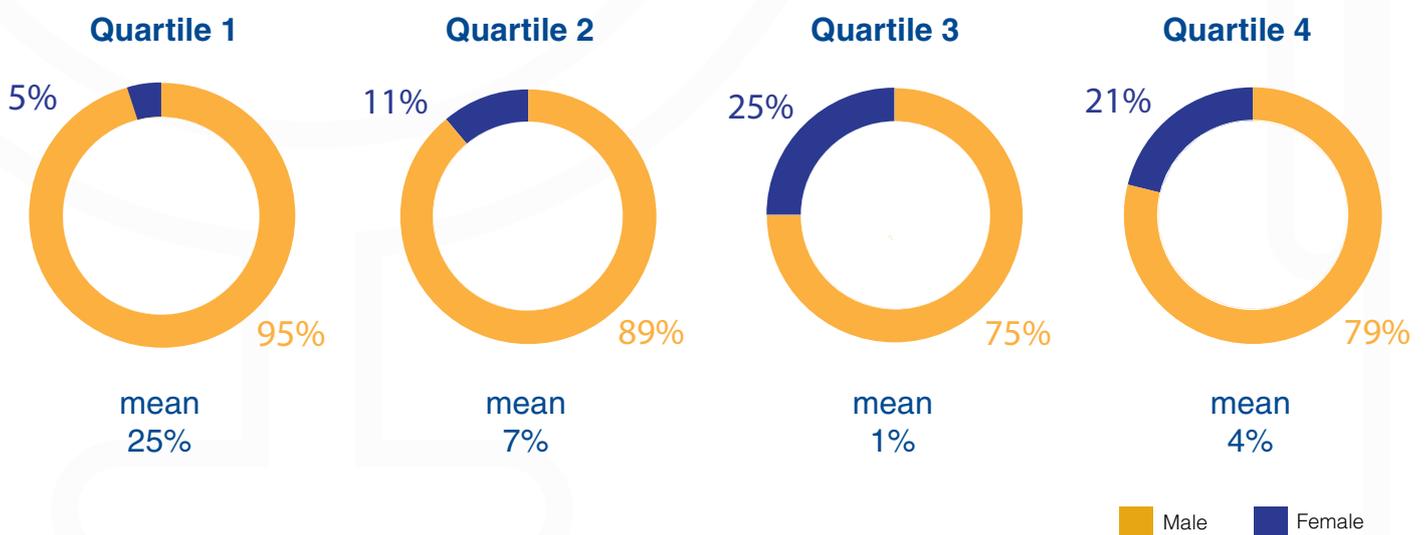
This Gender Pay Gap Report is published as at 5th April 2017. At this date, Agrovista UK Limited employed 317 staff, of which 268 were male (85%) and 49 female (15%).

OUR GENDER PAY AND BONUS GAP IS:

	Mean	Median
Pay	36%	59%
Bonus	94%	64%

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 2017). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2017, i.e. for the 2016 performance year.

THE PROPORTION OF MALE AND FEMALES IN EACH OF OUR FOUR PAY QUANTILES IS;



These charts illustrate the gender distribution across four equally sized quartiles, each containing approximately 80 colleagues.

Our gender pay gap exists mainly because we have differing proportions of men and women at different levels in our workforce and in specific roles that attract higher pay and bonuses. 50% of men and 31% of women received a bonus.

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

We operate in an industry which has historically attracted more men. Agrovista is actively seeking to address the discrepancy in male/female employees within the upper middle and upper quartile bands. We recognise that with the pace of change across the industry, it is likely to take some time to address the balance.

In recent years we have been acting to improve the diversity of the organisation. Since 2013, 40% of recruits into our sales training programme have been female. Historically, this was one in twelve.

Agrovista also recognises that it is not enough to recruit from a more diverse talent pool. The retention and progression of females within Agrovista is an area of continued focus to ensure our talent management and development programmes provide parity across the workforce.

We offer flexible working to both male and female employees.

All managers have received appropriate training to ensure that they understand what behaviours and actions are required of them to support every member of the team and apply family friendly policies in a fair, non-discriminatory and consistent way.

We are committed to taking the above steps and working to reduce our gender pay gap.

I confirm the data reported is accurate.



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