



# Gender pay gap report

2018-2019

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

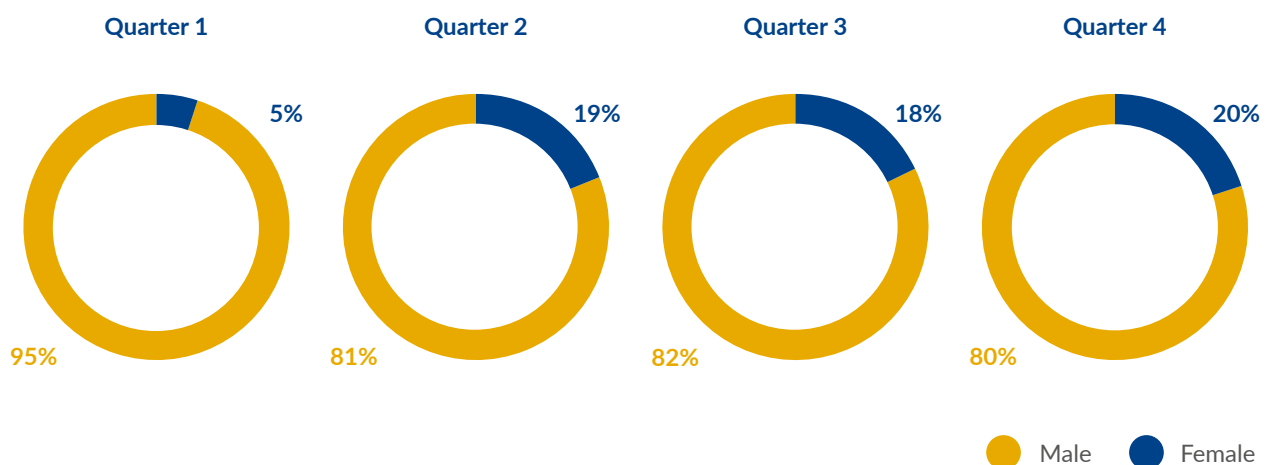
This gender pay gap report is published as at 5th April 2019. At this date Agrovista UK Limited employed 336 staff, of which 284 were male (85%) and 52 female (15%).

## Our bonus and gender pay gap is

|       | Mean | Median |
|-------|------|--------|
| Pay   | 28%  | 12%    |
| Bonus | 78%  | 79%    |

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. 5th April 2019). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2019, i.e. for the 2018 performance year.

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



The mean gender pay gap per quarter is;



The above image illustrates the gender distribution across four equally sized quartiles, each containing approximately 84 colleagues.

## Commentary

84% of employees in sales roles are male which attracts higher salary potential and bonus payments. This is a decrease of 5% based on last year.

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

Agrovista is committed to continuing to address the discrepancy in male/female employees within the upper middle and upper quartile bands, and compared to our results last year, we have again decreased the pay gap in the top quartile by 8%. Our overall median pay difference has reduced by 8% and our mean bonus difference has reduced by 11%. We are pleased to see the gap in pay in our lower three quartiles continues to show a very small difference between men and women and in one quartile a positive difference in favour of women.

During 2019, we worked to further align our pay in all areas of the business and we continue to recruit senior females within the business, this should impact on our 2020 results positively. 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.

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', written over a horizontal line.

**Name: Chris Clayton**  
**Position: Managing Director**  
Dated 16th June 2021