



Gender pay gap report

2024

Gender pay gap report

2024

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

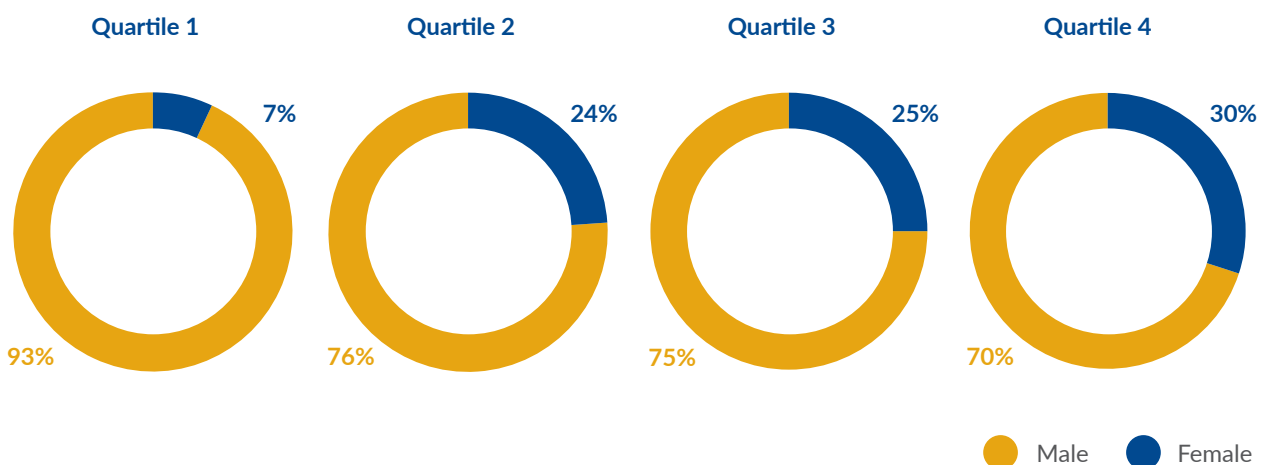
This Gender Pay Gap Report is published as of 5th April 2024. At this date Agrovista UK Limited employed 417 eligible staff, of which 328 were male (78.66%) and 89 were females (21.34%).

Our bonus and gender pay gap is

	Mean	Median
Pay	34.2%	23.7%
Bonus	53.54%	67.02%

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 2024). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2024, i.e. for the 2023 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
16.22%	5.25%	0.18%	0%

The above image illustrates the gender distribution across four equally sized quartiles, with the first 3 quartiles containing 104 colleagues and the 4th 105.

Commentary

Agrovista is committed to continuing to address the discrepancy in male/female employees within the upper quartile bands; compared to our results last year, the pay gap has increased in the top quartile by 3.45%.

We are pleased to see the gap in pay in our lower quartile improve by 3.51% and that women in Quartile 3 are earning marginally less on average than men. The second quartile has seen an increase in the gender pay gap which will continue to be addressed.

In Quartile 1, the lowest paid female has received a pay increase of 3.67%, similarly the lowest paid female in Q4 has received an increase of 8.3%.

In Quartile 3, the highest paid female has received a pay increase of 4.35%.

86.5% of employees in sales roles are male which attracts higher salary potential and bonus payments. This is a decrease of 2% based on last year.

83.33% of females received a bonus in the snapshot year, which is a decrease of 0.82% on last year.

86.44% of males received a bonus in the snapshot year, which is a decrease of 3.16% on last year.

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

Agrovista continue to focus on the talent management, recruitment strategy 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 through it.

Name: Chris Clayton

Position: Managing Director

Dated 30th March 2025