



Agrovista's Gender Pay Gap in 2018



GENDER PAY GAP REPORT 2018

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.



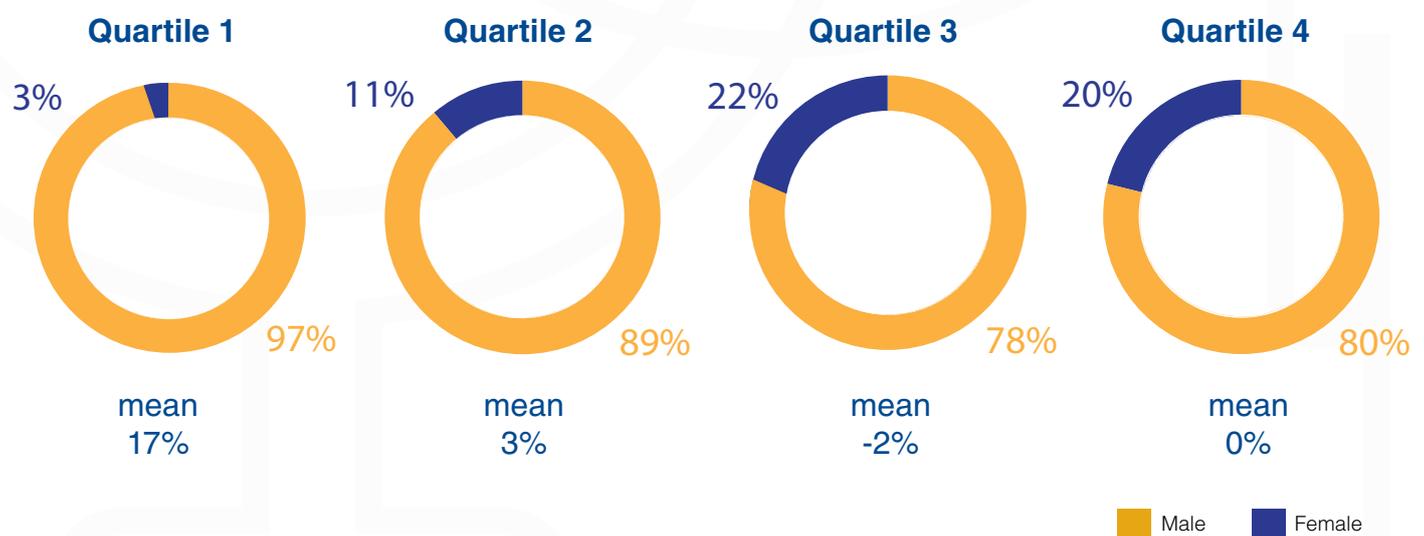
This Gender Pay Gap Report is published as at 5th April 2018. At this date Agrovista UK Limited employed 316 staff, of which 272 were male (84%) and 44 female (16%).

OUR GENDER PAY AND BONUS GAP IS:

	Mean	Median
Pay	36%	23%
Bonus	79%	88%

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 2018). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2018, i.e. for the 2017 performance year.

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



The above charts illustrate the gender distribution across four equally sized quartiles, each containing approximately 79-80 colleagues.

COMMENTARY

Agrovista is committed to addressing the discrepancies in male/female employees within the upper middle and upper quartile bands.

Compared to our results last year, we have decreased the pay gap in the top quartile by 8%.

Our overall median pay difference has reduced by 36% and our mean bonus difference has reduced by 15%. We are very pleased to see the gap in pay in our lower three quartiles has reduced and that we now report a positive difference in favour of women in one quartile.

During 2018, of three senior level vacancies in the company, females were appointed in two of these positions and we expect this to close the gap in our first quartile.

We remain committed to working to reduce our gender pay gap further, however in an industry which has historically been male dominated we recognise this will take some time.

Currently, 89% of employees in sales roles are male which attracts higher salary potential and bonus payments. There are no differences in payrates for different genders occupying equivalent roles.

Agrovista continues to focus on talent management and development to ensure parity across the workforce. We continue to offer flexible working to both male and female employees and all managers have received appropriate training to ensure they understand which 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.

I confirm the data reported is accurate.



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