



## 2017 Gender Pay Gap Report

Cobrey Farms is an agricultural business which grows, harvests and packs asparagus, blueberries, French beans and potatoes. The Gender Pay Gap Report is based on data as at 5<sup>th</sup> April 2017. At this date, Cobrey Farms employed 299 people with 201 (77%) being male and 99 (33%) being female.

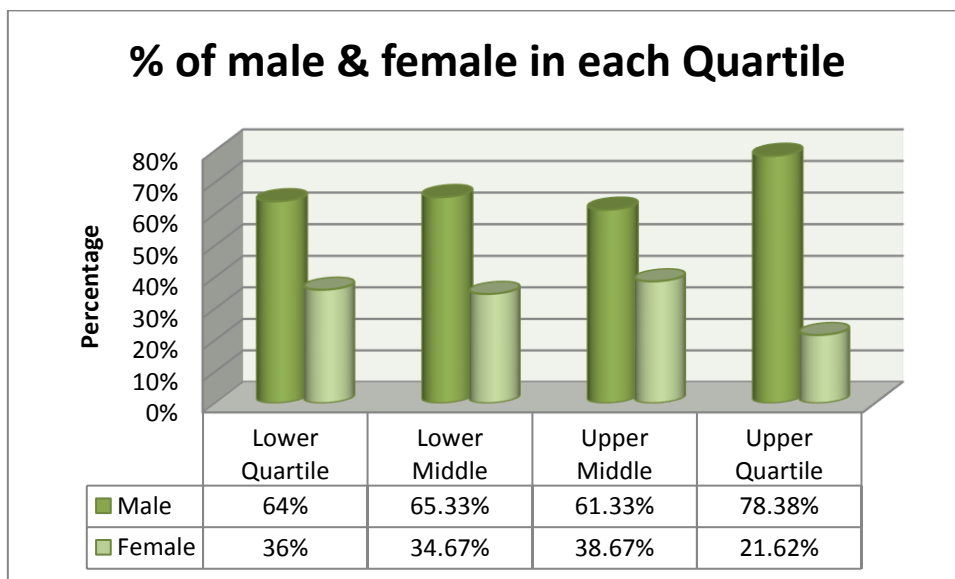
### Pay Gender Gap:

There is a very small difference between men and women working at Cobrey Farms:

	<b>Mean</b>	<b>Median</b>
<b>Pay</b>	<b>-1.396%</b>	<b>0.4%</b>

Cobrey Farms did not pay any bonuses in the year finishing on 5<sup>th</sup> April 2017.

### Male and Female employees by Quartile Pay Band:



### Commentary

Cobrey Farms takes its responsibility for equality between men and women very seriously and therefore is pleased that the pay gap is very small. Our pay gap compares very favourably to the 2016 UK average of 18.1% reported by the Office of National Statistics. Although the distribution of male and female works in each quartile is different the figures are broadly consistent with our overall workforce gender distribution.

The business aims to encourage all workers to progress and will be monitoring the numbers of female workers in the Upper Quartile.

**Catherine Chinn, HR Manager. 23th November 2017.**