



2021 Gender Pay Gap Report

Cobrey Farms is an agricultural business which primarily grows, harvests and packs asparagus, rhubarb, blueberries, French beans and potatoes. As a business we are committed to ensuring all employees are treated fairly and not discriminated against.

The Gender Pay Gap Report is based on data at 5th April 2021 and a requirement for any business with more than 250 employees.

On 5th April 2021, Cobrey Farms employed 475 people with 281 (59%) being male and 194 (41%) being female.

Pay Gender Gap:

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

	Mean	Median
Pay	0.6%	0%

Focusing on full-time employees highlights a higher mean and median wage for females.

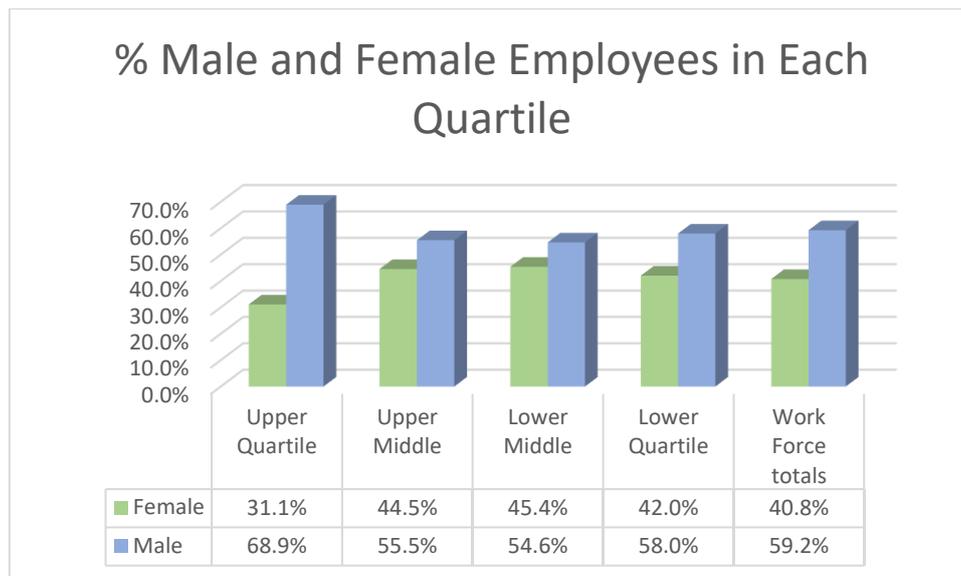
Bonus Gender Pay Gap:

This year bonuses were paid to 98 employees and were a mixture of production/quality bonuses and individual payments. The bonuses were given to 24.7% of females and 17.8% of males. Bonuses relating to production have increased the bonus pay gap, however a significantly higher proportion of the workforce received bonuses in 2021 and differences will continue to be monitored.

Removing production/quality bonuses resulted in equal numbers of male and females receiving a bonus and very similar average figures.

	Mean	Median
Pay	7.1%	24.8%

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 minimal, the mean has increased slightly towards paying men a higher wage, but this can be attributed to the changes in seasonal worker demographics and specific skill requirements.

The median wage is equal.

Analysis of our data shows that quartile split differences are not caused by men or women being paid differently to do the same job but are driven instead by the structure of our workforce. Pay for employees is not based on gender but on the job role and the responsibilities involved. The majority of employees work in lower skilled roles, and this is reflected in the average pay rates being very similar for males and females. The upper quartile data percentages are similar to the overall workforce ratios. Cobrey Farms is committed to fair recruitment policies and works hard to encourage career development of all workers. Cobrey Farms recruitment is based on objective criteria and successful applicants will gain employment / promotion on merit regardless of gender.

Our pay gap compares very favourably to the 2020 UK average for all employees of 15.5% reported by the Office of National Statistics. Although the distribution of male and female workers in each quartile is different the figures are broadly consistent with our overall workforce gender distribution.

The business aims to encourage and support all workers to progress and will continue to monitor the numbers of female workers in the Upper Quartiles.

Catherine Chinn, HR & H&S Director. 1st February 2022.