



2024 Gender Pay Gap Report

Cobrey Farms is an agricultural business which 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 on 5th April 2024. At this date, Cobrey Farms employed 650 people with 483 (65%) being male and 167 (35%) being female.

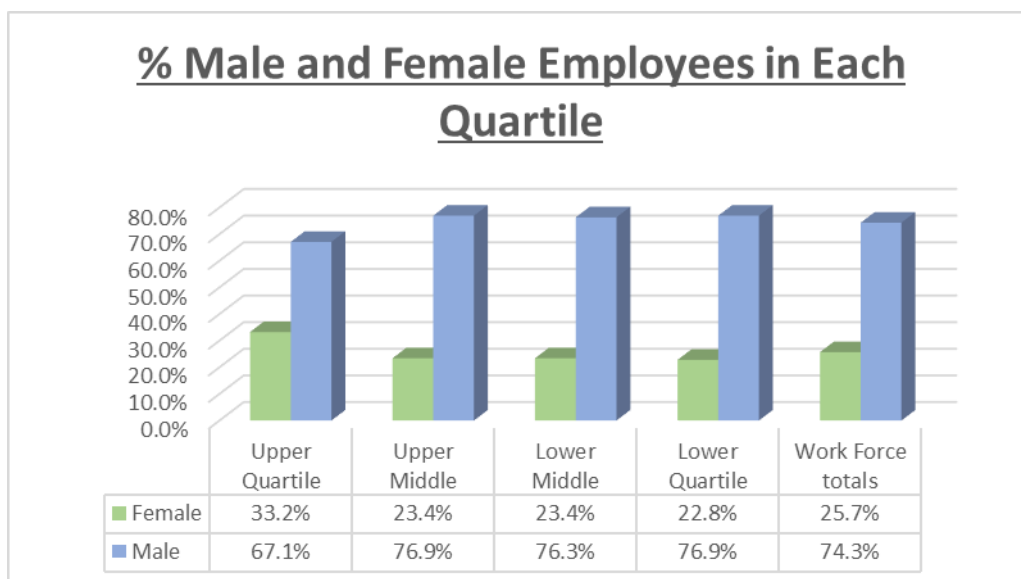
Pay Gender Gap:

There is a very small difference between men and women working at Cobrey Farms with women slightly on average better paid:

	Mean	Median
Pay	-3.2%	0%

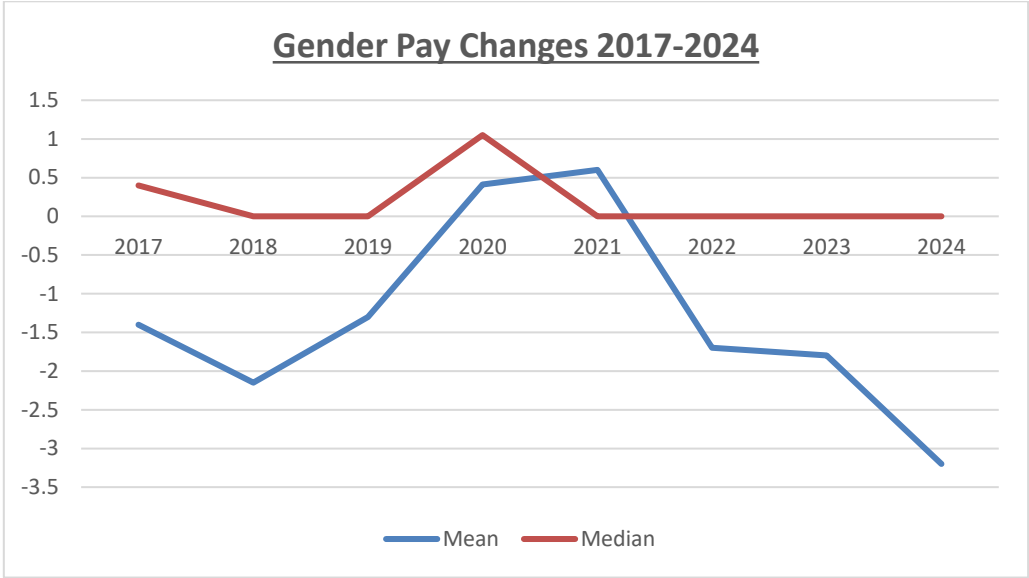
Male and Female employees by Quartile Pay Band:

As can be seen percentages across the quartiles are similar, and reflective of the percentage gender splits within the workforce.



Patterns

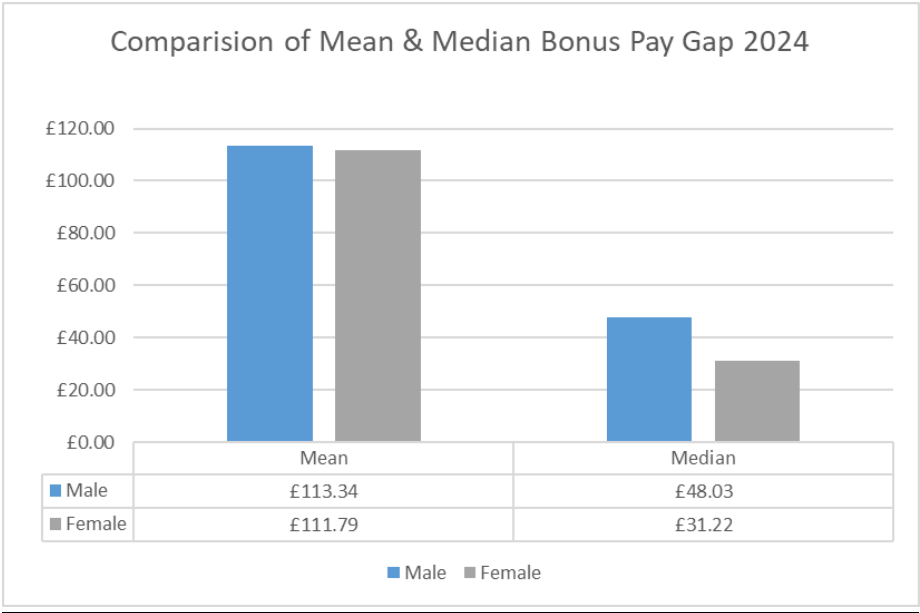
As demonstrated by the graph, gender pay is not and has not been significantly different across the period of reporting.



Bonus Gender Pay Gap:

This year bonuses were paid to 302 employees for performance. This is 46.11% of males and 46.58% of females, performance bonus amounts achieved have being better for female employees. Median bonus rates are similar regardless of gender.

	Mean	Median
Pay	1.5%	35%



Commentary

Cobrey Farms takes its responsibility for equality between men and women very seriously and therefore is pleased that the pay gap is minimal and is consistently showing no dominance by either gender.

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. 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.

Our pay gap compares very favourably to the UK average for all types of worker which is currently 13.1 % (ONS, 2024). With distribution of genders being broadly similar to overall business totals.

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, People & ESG Director 11/02/2025.