



Eden Farm Limited – Gender Pay Gap Reporting

Eden Farm's gender pay gap of 4.8% is significantly under the national average of 17.9%**

We are confident that the gap's are representative of the roles which men and women work and not a factor of men and women being paid differing amounts for the same roles

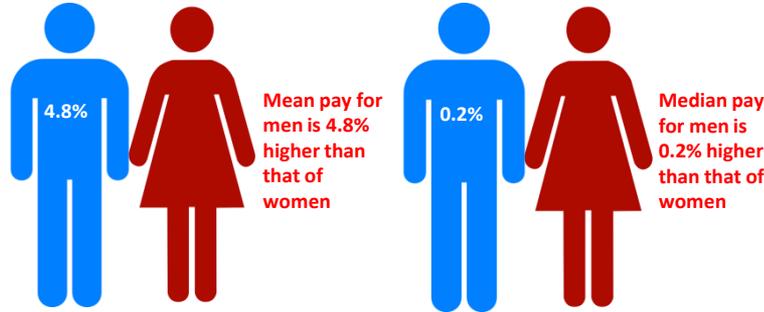
Within our lean, non-hierarchical organisation, the few management positions are occupied by men with limited levels of attrition.

Our sales force are incentivised by annual targets and are therefore able to achieve higher rates of pay based on performance. These incentives are available to all sales representatives irrespective of gender

*a negative number indicates women on average earn more than men

** ONS AHSE data

Gender Pay Gap



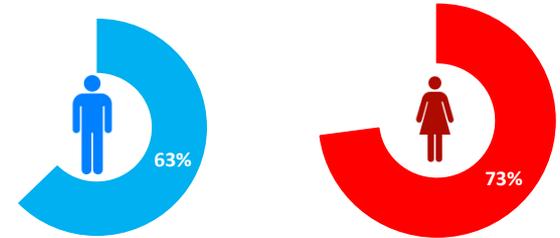
Gender Bonus Pay Gap



Eden Farm Limited is committed to provide equal opportunities to all current and future staff, irrespective of gender.

We offer active support to women returning to work from maternity leave and have a number of training schemes being undertaken by men and women alike to promote development of women into leadership roles within the business.

Proportion of Men and Women Paid a Bonus



Mean bonus is higher in men due to the level of bonus payments made to Directors and Senior Management, roles proportionally occupied by men.

The median bonus gap is also impacted by this, with the male population receiving a smaller proportion of bonus than the female due to the level of blue collar workers in the male population, working with no bonus parameters

Population pay by quartiles

