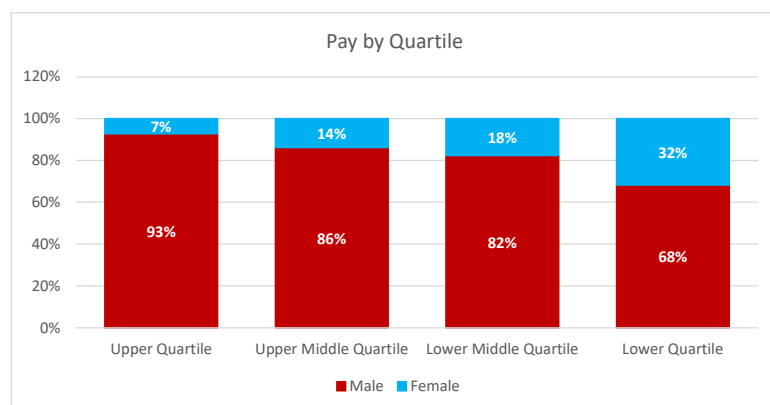


Eden Farm Limited

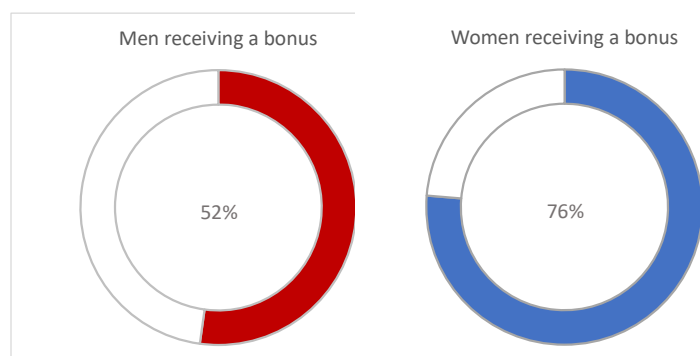
Gender Pay Gap Report 2024



Eden Farm Ltd is committed to providing equal opportunities to all current and future staff irrespective of gender. At Eden Farm, we want all our employees to feel fairly treated and respected so they can contribute and grow with our business. Training and development opportunities, where possible, are offered to any staff member showing the ability and desire to progress with us at Eden Farm. Our report has been produced in line with the Governments Gender Pay Gap regulations, using a snapshot of our payroll data from 5th April 2024.



Our average gender gap decreased to 12.2% (from 14.4%) and our median pay gap to 14.4% (from 18.2%). The UK's median gender pay gap in 2024 is 13.1%.¹ Though our figures still represent a gap, at Eden Farm, we operate a lean business model, and these statistics reflect the disproportionate number of men in our driver roles and small number of senior leadership positions. Our gender gap decreased in the year as the % of female drivers increased. We are mindful this is an area that needs to be further improved upon, with our number of female drivers representing 3% of the driver workforce, being above the national average of 1.2%.²



Our mean bonus pay gap shows women earning 58% less on average than men in the year, with our median bonus pay gap of 71.4% being reflective again of the number of men in our business occupying senior leadership positions and reflective of the performance-based payment structures available to our sales force and drivers. These positions are disproportionately occupied by men; however, we believe this reflects the gender mix in the industry more widely. 52% of men and 76% of women were paid a bonus in the period from May 2023 to April 2024.

We are certain that the gaps presented in this report 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.

¹<https://www.ciphr.com/infographics/gender-pay-gap-statistics-2024>

²<https://www.wildrecruitment.co.uk/blog/why-arent-there-more-female-hgv-drivers-112>