

The background features a decorative graphic consisting of several thick, curved lines in blue, green, and red, arranged in a circular pattern that suggests a globe or a stylized sun. The lines are set against a white background.

Blue Earth Foods
Gender Pay Gap Report
2021

Welcome to our Gender Pay Gap Report 2021

Since our last report, and indeed between this years' snapshot data and last years snapshot data, we have seen numerous effect of Covid-19 within our business. As a result, there is a shift in both our mean and median pay gaps in comparison with the 2020 report.

At the point of the snapshot data, we had 63 employees (32 females and 31 males) from across departments and all levels of the business who had been placed on furlough and were therefore removed from this calculation. This has had an undeniable effect on this years results as the number of employees we can include reduced from 300 to 237.

Last year we reported a mean gender pay gap of **0.9%** in favour of women, this year we are reporting a gap that is **9.22%** in favour of men. Although the gap is

smaller, there is still work to be done.

Our median pay gap has reduced from **8.5%** to **8.1%** in favour of men. Similar to last year, our 2 median employees are not fulfilling the same role.

Throughout the challenges of 2020 and indeed the Coronavirus pandemic, we are living and operating in the most challenging times of all. Our biggest commitment over the last 12 months has been to the welfare of our employees and ensuring our business remains viable. We have remained committed to equality, diversity and inclusion in all forms and our ethos of doing the right thing for our business, our people and our customers.

I can confirm the data reported is accurate

Kayley Toolan - HR Manager

139
males are
employed

98
females are
employed

Our mean
gender pay
gap is **9.22%**
in favour of
men

Our median
gender pay
gap is **8.1%** in
favour of men

63% of our
Senior roles
are filled by
women



Our mean and median analysis

Two of the key metrics we have to report are the **mean and median gender pay gap**. These show the difference in the average hourly rate of pay between men and women at Blue Earth Foods.

The **mean** figure represents the average hourly rate of pay across our whole workforce. Our mean pay gap is 9.22% in favour of men.

The **median** figure represents the compared hourly rate of the middle male and middle female earners. Our median gender pay gap is 8.1%.



9.22%
Our **mean**
gender pay gap
in favour of **men**

8.1%
Our **median**
gender pay gap

Quartile 1

46% Female

54% Male

Quartile 2

57% Female

43% Male

Quartile 3

34% Female

66% Male

Quartile 4

29% Female

71% Male

