



The Summer Berry Company Gender Pay Gap Report – 2020

The Summer Berry Company is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2020.

This gender pay gap report provides a snapshot of the gender balance within The Summer Berry Company during the first year of trading. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

The Summer Berry Company Gender Pay Gap		
	Mean	Median
The Summer Berry Pay Gap	2.2%	-0.6%
UK Gender Pay Gap	16.9%	15.3%

We are pleased to report that The Summer Berry Company gender pay gap is significantly lower than the UK national gender pay gap. This is because we pay market rates for most roles, regardless of gender. The gap is influenced by the seasonal variances of work and labour requirements throughout the year. For many of our employees, earnings can vary during our busy seasons and the hours and shift patterns worked. While our gender pay gap is better than the UK national gender pay gap, we aspire to continuously monitor this and seek to improve.

Bonus Pay Gap

	Mean	Median
Bonus pay gap	0.0%	0.0%

	Female	Male
Percentage receiving a bonus	11.4%	20.2%



Total Distribution of Male and Female Employees by Hourly Pay Quartile

Quartile	Males	Females	Description
Lower	65.4%	34.6%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle	67.7%	32.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper Middle	62.8%	37.2%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
Top	68.2%	31.8%	Includes all employees whose standard hourly rate places them above the upper quartile.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 Gender Pay Gap Information) Regulations 2017.

The Summer Berry Company is committed to understanding the pay and bonus differences in its business and taking positive action as appropriate. It is our strategy to offer fair and equitable pay to all our employees, regardless of gender.

The gender pay gap figures and distribution of male and female employees highlight two key points:

- There is currently higher male representation all quartiles which is not uncommon in our industry due to the nature of our work. All personnel appointments are made according to the ability and skills of the individual and not on gender.
- We are proud that our talent pipeline includes female graduate trainees who were recruited with the aim of providing a strong talent pipeline for the future.



We confirm the data in this report to be accurate and to comply with the Gender Pay Gap legislation.

A handwritten signature in black ink, appearing to read "David Sanclement".

David Sanclement
Group CEO

A handwritten signature in black ink, appearing to read "Diane Grace".

Diane Grace
HR Director