

A decorative graphic consisting of several thick, curved lines in blue, green, and red, arranged in a circular pattern around the text. The lines are of varying thickness and curve, creating a dynamic, swirling effect.

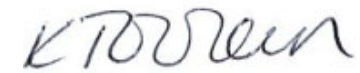
Blue Earth Foods  
Gender Pay Gap Report  
2025

# Welcome to our Gender Pay Gap Report 2025

Data within this report is from the snapshot date of 5th April 2024 and was compiled and analysed by our in-house HR team. We have seen a shift in both our mean and median pay gaps in comparison with 2023 data reported in 2024. Last year we reported a mean gender pay gap of **4.86 %** in favour of men. This year we are reporting a gap of **9.41%** in favour of men. Our median pay gap has continued to decrease from **8.29 %** to **6.99%** in favour of men. Similarly, our 2 median employees are not fulfilling the role and sit in two different quartiles. There are 10 employees between our mean selected male and female. More details of this can be found in the full report.

We remain committed to equality, diversity and inclusion in all forms and our ethos of doing the right thing for our people, business, local community and customers has always been at the heart of our business decisions. Over the 12 months between snapshot dates, we saw a significant amount of change and recruitment into the business, in last year's report data, we only had 217 employees – below the legal minimum of 250 necessary for reporting. However, we chose to report for transparency and monitor our own status. In recruiting new staff, our aim is to always offer roles to the most suitable candidate and in terms of pay, we pay the same rate for the same role regardless of the individual who completes it.

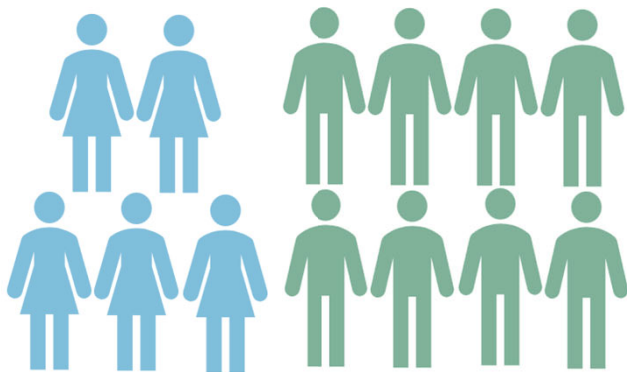
I can confirm the data reported is accurate.



Kayley Toolan – Head of HR

Our gender pay data consists of

**114 females**   **184 males**



Our **mean** gender pay gap is **9.41%** in favour of **men**

Our **median** gender pay gap is **6.99%** in favour of **men**



# Our mean and median analysis

Two of the key metrics we are required 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 **9.41%** in favour of men, an increase on last years reported 4.86% 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 **6.99% in favour of men**, a reduction of 2.6% since our 2024 report. Similarly to last year, our median female and male employee do not fulfil the same role and do fall in different quartiles; our female employee sits in quartile 2 whilst the male employee sits in quartile 3.

The analysis below shows the gender balance within our quartiles. Quartile 1, which contains operators and some administrative roles is 65% male and 35% female split. Quartile 2 (contains the median female) includes some of our more skilled operators – the only quartile to have more females (58%) than males (42%). Quartile 3 (includes the median male) contains some of our first level of management. Quartile 4 is our subject matter experts, middle management, department heads and senior management team. The biggest disparity in gender within our quartiles remains in quartile 3, the same as the previous 2 years.

## Percentage of male and female employees by quartile

Quartile	Male	Female
Quartile 1	65%	35%
Quartile 2	42%	58%
Quartile 3	70%	30%
Quartile 4	69%	31%
Total	62%	38%

