

# HUGH LOWE FARMS

Hugh Lowe Farms Ltd is a soft fruit grower and arable farm based in Kent. Our company objectives include employing, retaining and rewarding the best people and have a culture of meritocracy.

In April 2019 Hugh Lowe Farms Ltd had over 250 employees and was therefore required by the Equality Act of 2010 to calculate the gender pay gap for the year. This report is based on data as at 5<sup>th</sup> April 2019. At this point Hugh Lowe Farms Ltd employed 280 staff, of which 91 (32.5%) were female and 189 (67.5%) were male.

This report covers the six metrics that are necessary under the rules of gender pay gap reports. The figures have been reached using the calculations set out in the gender pay gap reporting legislation. We report on:

- The difference between the mean hourly rates pay of male and female full-pay employees, expressed as a percentage;
- The difference between the median hourly rates pay of male and female full-pay employees, expressed as a percentage;
- The proportion of males and females receiving a bonus payment;
- The difference between the mean bonus pay of male and female full-pay employees, expressed as a percentage;
- The difference between the median bonus pay of male and female full-pay employees, expressed as a percentage; and
- The proportion of males and females in each quartile pay band.

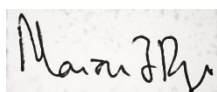
% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
2.22	7.44	9.78	5.82	45.08	48.47

Lower quartile		Lower mid quartile		Upper mid quartile		Upper quartile	
Male	Female	Male	Female	Male	Female	Male	Female
57.14 %	42.86 %	58.57 %	41.43 %	84.29 %	15.71 %	70.00 %	30.00 %

We are pleased that our mean gender pay gap is only 2.22% (the national average in 2019 was 17.1%). The bonus pay gap reflects bonus schemes varying depending on roles within the company.

We do recognise that the company lacks women in the upper mid quartile and we intend to address this through training but recognise due to the seasonal nature of our business and changing work force this may not be indicative of the entire year.

Signed by



Marion Regan

Managing Director