

# Orchard House Foods

## Gender Pay Gap Report 2021

Orchard House Foods operates within the UK and is owned by private equity group, Elaghmore. Orchard House Foods is the UK's largest fresh fruit and fresh drinks manufacturer, our vision is to be recognised by Customers, Suppliers and Competitors alike as the UK's #1 fruit specialists. Our business purpose is to help people make healthier choices by adding convenience to fruit, so that more people can eat it, more often & in more ways.

We have fantastic teams based at our sites in Corby and Gateshead. Without our colleagues we would not be able to make great quality, exciting products for our customers and consumers. It is important to us that our culture equally values the contribution made by everyone across the business.

We reward our team based on performance and contribution and we work hard to ensure consistency, equality and responsibility in all our people decisions.

Overall, the gender pay gap in Orchard House Foods is currently 14.26%, an increase on last year's figure. The gap that does exist is not caused by women and men being paid differently for the same role, rather it is a result of an increase in the % of men within certain quartiles, and as a result of men holding more senior roles in some areas of the business. Compared to last year, we have seen an increase in women within the upper middle and upper quartiles and a decrease in the Bonus Pay Gap.

We are not complacent, and are committed to closing the gap over the coming years whilst ensuring we continue to attract and develop the best talent for our business.

Louise Cull



Head of HR  
Orchard House Foods

Steve Corby



CEO  
Orchard House Foods

# Our Gender Pay Statistics

	Mean (Average)	Median (Mid Range)
Hourly Pay Gap	14.26%	5.80%
Bonus Pay Gap	11.96%	0%

## Gender Bonus Pay



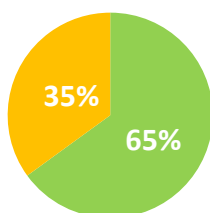
92% of women received a bonus



87% of men received a bonus

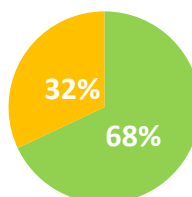
## Salary Quartile by Gender

### Lower



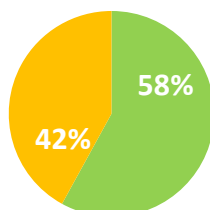
■ Male  
■ Female

### Lower Middle



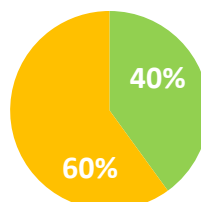
■ Male  
■ Female

### Upper Middle



■ Male  
■ Female

### Upper



■ Male  
■ Female

# Gender Pay Statistics for Orchard House Foods

	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Orchard House Foods Limited	14.26	5.80	11.96	0

	Proportion of men/women in Lower quartile pay band (M%/F%)	Proportion of men/women in Lower middle quartile pay band (M%/F%)	Proportion of men/women in Upper middle quartile pay band (M%/F%)	Proportion of men/women in Upper quartile pay band (M%/F%)	Proportion of employees receiving bonus (M%/F%)
Orchard House Foods Limited	65/35	68/32	58/42	40/60	87/92