

Gender Pay Report – Published October 2021

This pay report relates to AGRO Merchants Whitchurch’s employment figures as at April 2020. Our total headcount was 378 employees.

Gender Profile

The table below shows the number of men and women employed by Grocontinental.

	No. of Employees	No. of Employees as a %
Men	322	85.2%
Women	56	14.8%
Total no. of Employees	378	100.0%

Company Roles

The below shows the percentage of employees working within the three areas of our business.

Business Area	% of Employees
Warehouse & Maintenance	44.7%
Drivers	28.0%
Administration & Management	27.2%

Pay Quartiles

The table below shows the proportion of male and female employees across the company by Quartile Pay Bands as at the snapshot date of the 5th April 2020.

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
Men	72.5%	87.7%	92.6%	86.4%
Women	27.5%	12.3%	7.4%	13.6%

Pay and Bonus Difference

The table below shows the mean and median hourly gender pay gap, and the mean and median bonus gap as at the snapshot date of the 5th April 2020.

	Mean	Median
Hourly Pay	-0.3%	11.2%
Bonus	39.8%	0.0%



Proportion of Employees receiving a bonus

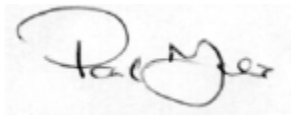
	%
Men	94.4%
Women	87.5%

Pay and Bonus Difference Narrative

Analysis of the gender pay gap shows that it is largely driven by two key factors, the first being that we have a much higher percentage of male employees across the business and secondly, we have more men in senior higher-paid roles. The second factor also accounts for the bonus gap.

Statement of Accuracy

I confirm that the information published in this document is accurate.



Paul Jukes
Managing Director
October 2021

