

Branded Garden Products Limited

Gender Pay Gap Report

Branded Garden Products Limited (“the Company”) is required to publish an annual gender pay gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report below is based on the snapshot date of 5<sup>th</sup> April 2023. For the relevant pay period, the Company employed 237 (2022: 310) full-pay relevant female employees and 131 (2022: 190) full-pay relevant male employees. The reduction in employee numbers was due to the streamlining of operational activities including the closure of a warehouse in Telford.

**Gender Pay Gap**

The table below summarises the mean and median gender pay gap percentages:

	2023		2022		2021	
	Mean	Median	Mean	Median	Mean	Median
All employees	19.5%	3.1%	20.8%	7.4%	22.1%	13.7%
National average	13.2%	14.3%	13.4%	14.4%	14.7%	15.1%

Many employees in our company are female and undertake non-managerial roles in despatch and customer care. These roles are hourly paid with pay closely linked to statutory rates which are the same regardless of gender, and which only differ based on pay grade. The acquisition of the Suttons Seeds business in 2021 increased the proportion of employees in such roles and this has contributed to a median gender pay gap that is significantly below the national average. However, as we still have a higher proportion of male employees in senior managerial roles, the mean gender pay gap, whilst improving on 2022, remains above the national average.

**Bonus Gender Pay Gap**

The table below summarises the mean and median bonus gender pay gap percentages:

	2023		2022		2021	
	Mean	Median	Mean	Median	Mean	Median
All employees	N/A	N/A	-22.0%	38.7%	17.0%	30.0%

(negative means the mean bonus for females is higher than for males)

Bonuses were paid to 0 male and 0 female employees. Bonuses are contractual and performance-based and are offered to employees who undertake key business roles. Due to the poor financial performance of the business in 2022 no bonuses were paid in the period ended 5<sup>th</sup> April 2023.

### Pay Quartiles by Gender

	2023		2022		2021	
	Female	Male	Female	Male	Female	Male
Lower	59.8%	40.2%	68.0%	32.0%	91.2%	8.8%
Lower Middle	77.2%	22.8%	71.2%	28.8%	71.9%	28.1%
Upper Middle	72.8%	27.2%	65.6%	34.4%	73.2%	26.8%
Upper	47.8%	52.2%	43.2%	56.8%	50.9%	49.1%

The above table shows the gender split for each quartile of pay, based on the hourly rate of pay for each employee. The first three quartiles are largely populated by employees working in despatch and customer care roles and whilst the majority of these are female, the acquisition of the Suttons Seeds business has increased the proportion of male employees in these quartiles. The Upper Quartile is primarily supervisory and management roles and reflects a more even split across the genders.

Management recognises the importance of diversity in the workplace and provides equal opportunity to all employees within the business through flexible working practices that support family-friendly employment. The high proportion of females in general and in the lower to upper middle pay quartiles in particular, is to some extent a reflection of the sector in which the company operates, and this is the primary reason for the mean gender pay gap exceeding the national average. Pleasingly we have been able to maintain a high proportion of females in the upper pay quartiles and we continue to have strong female representation in key management roles within the business.

I confirm that the information contained within this report is accurate.

*Mike Rees*

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**Mike Rees**  
**Director, Branded Garden Products Limited**  
**2<sup>nd</sup> November 2023**