



2018 Gender Pay Gap Report

Cobrey Farms is an agricultural business which grows, harvests and packs asparagus, blueberries, french beans and potatoes. The Gender Pay Gap Report is based on data as at 5th April 2018. At this date, Cobrey Farms employed 433 people with 291 (67%) being male and 142 (33%) being female.

Pay Gender Gap:

There is a very small difference between men and women working at Cobrey Farms:

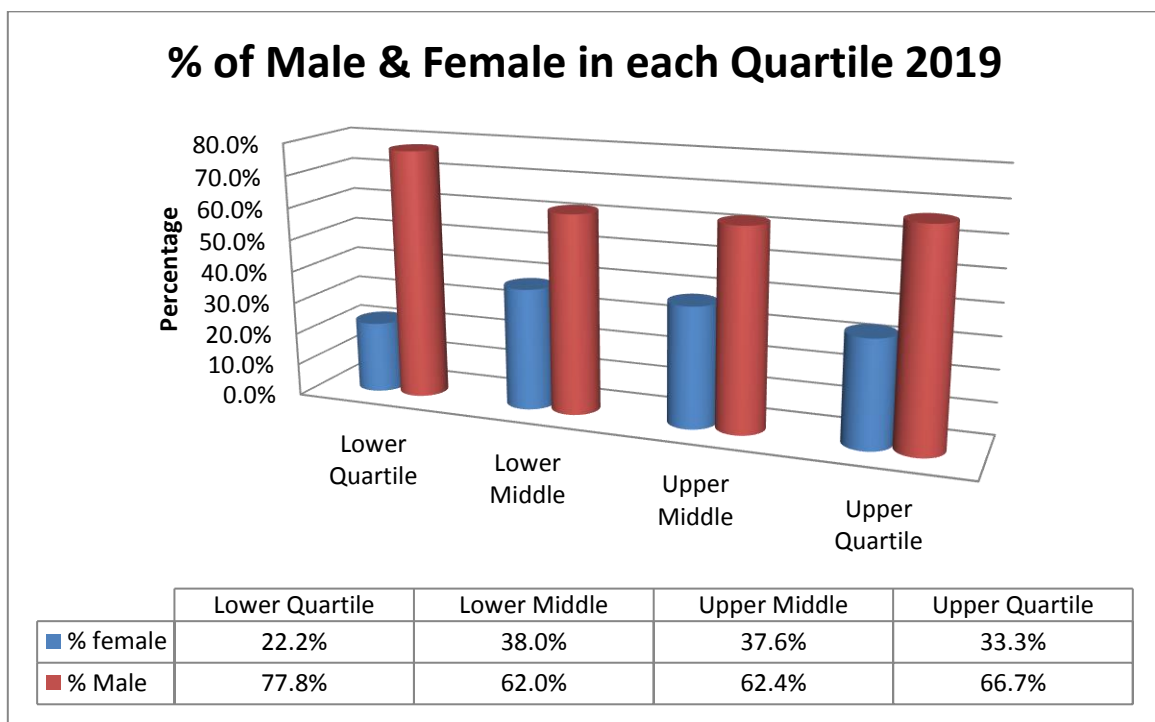
	Mean	Median
Pay	-2.15%	0%

Bonus Gender Pay Gap:

No bonuses were paid in 2017 but this year bonuses were paid to a small number of employees: 0.34% of males and 2.11% of females. The bonuses paid were significantly higher to females in 2018.

	Mean	Median
Pay	-383%	0%

Male and Female employees by Quartile Pay Band:



Commentary

Cobrey Farms takes its responsibility for equality between men and women very seriously and therefore is pleased that the pay gap is minimal. Our pay gap compares very favourably to the 2017 UK average of 18.4% reported by the Office of National Statistics. Although the distribution of male and female works in each quartile is different the figures are broadly consistent with our overall workforce gender distribution.

The business aims to encourage all workers to progress and will be monitoring the numbers of female workers in the Upper Quartile.

Catherine Chinn, HR Manager. 14th February 2019.