



Gender Pay Gap 2023

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The Gender Pay Gap Information Act 2021 refers to male and female employees.

Our report is based on this requirement, however, Nature's Best is committed to inclusion of all gender identities.

Our pay and rewards practices are applied equally to everyone regardless of gender.

Nature's Best is a second-generation family business.

We are the leading supplier to retailers of fresh leafy salads across the island of Ireland.

Our employees are our most valuable asset, and our continued success is due to their continued hard work and dedication.

Our Vision

Fresh Food for Everyone – Everyday

Our Core FRESH Values

represent who we are and what we stand for as individuals and as a company.

Our Mission

is to live our value each and everyday and ensure that our FRESH products are eaten everyday, in every household, by every person



What is Gender Pay Gap Reporting

We are pleased to present our second, annual Gender Pay Gap (GPG) Report.

A gender pay gap shows the difference between Male and Female average hourly pay across an organisation regardless of their roles or industry sector.

The number, expressed as a percentage, can be affected by a range of factors including the different number of men and women across all roles.

A gender pay gap is different to an equal pay comparison.

Equal pay is a legal obligation that requires employers to give men and women equal pay for the same, similar, or equivalent work.

Median Pay Gap

The median represents the middle point of a population. Data is listed in order and the middle value is selected.

Mean Pay Gap

This shows the difference in average hourly pay rates between men and women and is directly affected by the different numbers of men and women in different roles

Gender Inclusion

The Gender Pay Gap Information Act 2021 refers to male and female employees.

Our report is based on this requirement, however, Nature's Best is committed to the inclusion of all gender identities.

Nature's Best sees all its employees as individuals, with varying, skills, experience, individual performance, and expertise. Our remuneration policy takes these factors into account. Our remuneration policy does not consider the gender of employees. Our pay and rewards practices are applied equally to everyone regardless of gender.

Median and Mean Results

1.7% Median Hourly Remuneration Gap

3.6% Mean Hourly Remuneration Gap

-6.2% Median Part-Time Remuneration Gap

-29.7% Mean Part-Time Remuneration Gap

**We did not have any temporary Employees during the Snap-Shot*

***We did not have any bonuses paid in 2023*

N/A Median Bonus Remuneration Gap **

N/A Mean Bonus Remuneration Gap **

N/A Median Temporary Hourly Remuneration Gap*

N/A Mean Temporary Hourly Remuneration Gap*

% of Employees Receiving Bonus Payments**

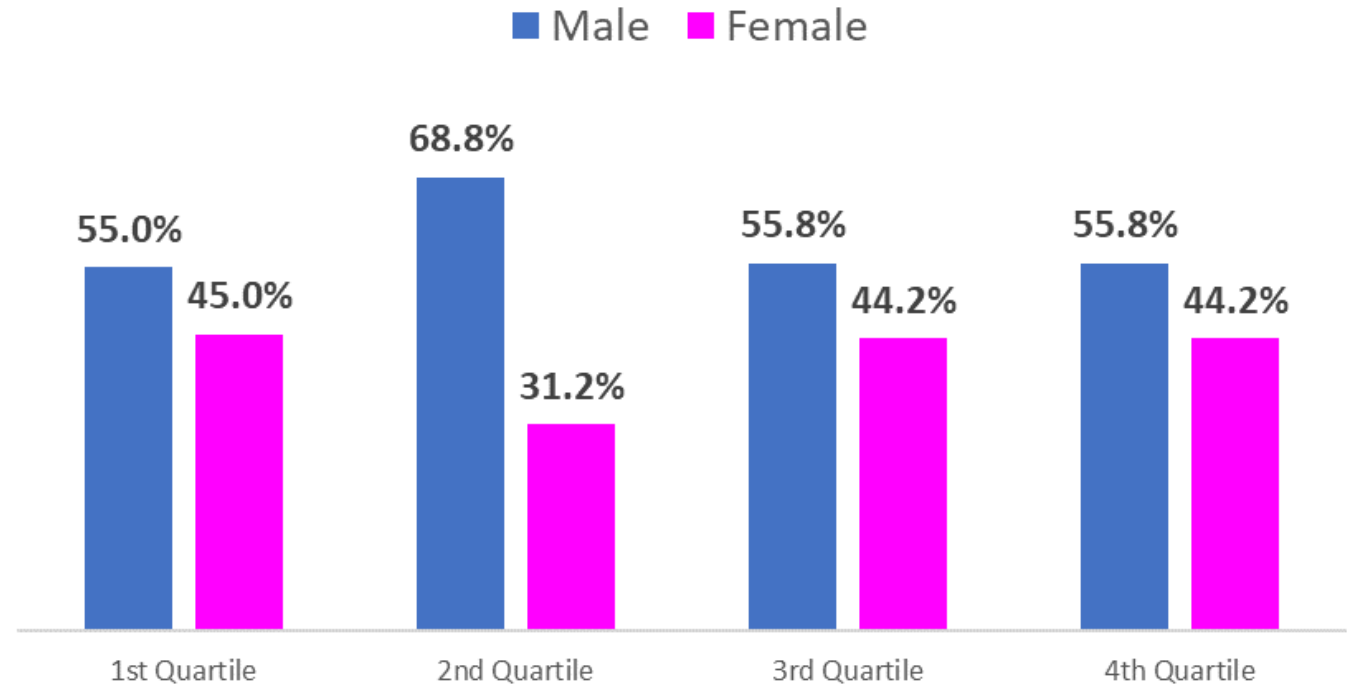


% of Employees Receiving BIK Payments



■ Male ■ Female

Pay Quartiles



**We did not have any temporary Employees during the Snap-Shot*

***We did not have any bonuses paid in 2023*

2023 Findings

The figure shows a reduction in Mean Hourly Remuneration Gap year on year from 5.95% to 3.6%

This has been as a result of a senior level recruitment drive in 2023.

All employees are recruited based on non-gender issues but during this recruitment drive the majority of hires were female.

The company is committed to recruiting the right person for the role regardless of gender.

Quartile Analysis

The 3rd & 4th Quartiles have the same split in percentage and the large majority of the employees are hourly paid for the same roles. The pay gap is purely down to the historical balance of male versus female employees.

The 2nd and 1st Quartiles have seen an increase in female representation as a result of our recent recruitment drive.

Our Action Plan

We remain confident that all genders in our organisation are paid equally for doing equivalent jobs across our business. Our plan for 2024 will be to further progress our gender pay gap action plan, maintaining our focus on representation of all genders and ensuring flexibility and inclusive leadership are key priorities.



Our Action Plan



Talent Acquisition

Talent Acquisition: We continually review our recruitment processes to ensure we are open and attractive to all.



Building Inclusive Mindsets

We will develop our people not only with unconscious bias training but by offering learning pathways to develop an inclusive mindset that can be applied to everything we do.



Learning and Development

We will continue to develop our talent and ensure we have a gender balanced and inclusive mix of talent attending development programmes.



Allocation of work:

We are putting a laser focus on providing equal opportunities for career enhancing roles and reviewing the gender balance on key engagements.



Focus on appraisal and reward:

We will continue to apply a diversity lens to our appraisal and reward process, using data to provide insight and support decision making.



Data Driven Approach:

We will continue to take a data driven approach to building an inclusive culture, ensuring we have the right data and appropriate internal targets where needed to drive change