

Wilkin & Sons Limited is a quintessentially British business that grows, makes and sells remarkably good food. Operationally we:

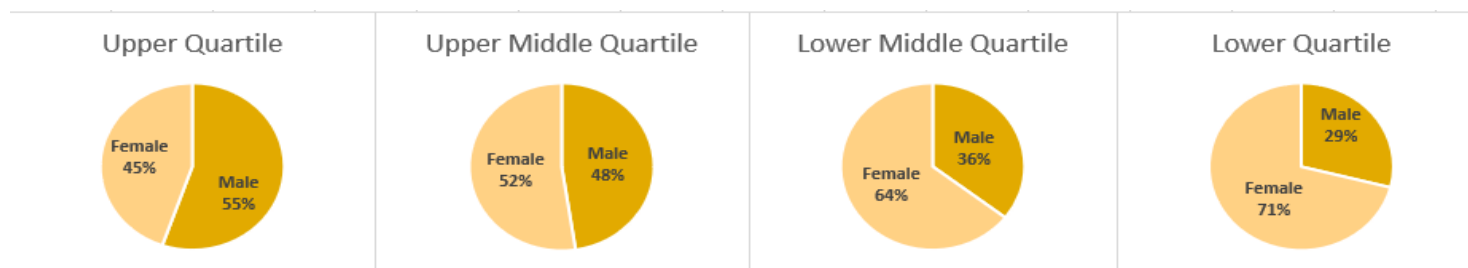
- grow fruit for manufacturing and also for the fresh fruit industry;
- manufacture high quality food products for sale in the UK and over 60 different world markets; and
- operate 10 tea rooms

We employ over 250 staff and, as at April 2023, around 58% of those employees were female.

Our Gender Pay Gap reporting identified that, on average, our female employees' hourly rates are both lower on the mean and median calculations. This is due to the nature of the roles carried out, and the salaries which these reflect.

Women's hourly rate is:
Mean: 30.6% lower
Median: 39.4% lower

With reference to the Pay Quartiles below, we employ around 200 people in our tea rooms, and we tend to find that the majority of roles within this part of the company are held by female employees. These employees range in age from 16 upwards, with the majority working flexibly on part time hours, but all at appropriate hourly rates. Whilst we find it difficult to attract male candidates for these roles, we do find that our office-based positions have a better balance of male and female employees at the Upper Middle and Upper Quartiles.



The staff bonus scheme has been in place for many years, and is available to all permanent staff with at least twelve weeks service in the bonus year. Those who qualify are treated consistently in terms of how their bonus is calculated.

Women's bonus pay is:
Mean: 29.5% lower
Median: 15.5% lower

Who received bonus pay:
Men: 62.3%
Women: 38.4%

We are proud to have a long standing workforce with an employee turnover of 15%, compared to what we believe the national average is of 14%. We recruit for the long term and seek to develop our employees throughout their career, promoting them internally wherever possible. Salaries and pay rates are reviewed based on market indicators and performance of the individual within the role, regardless of gender or any other such protected characteristics.

Confirmation that the above published information is accurate:

Georgina Offord
Finance Director