

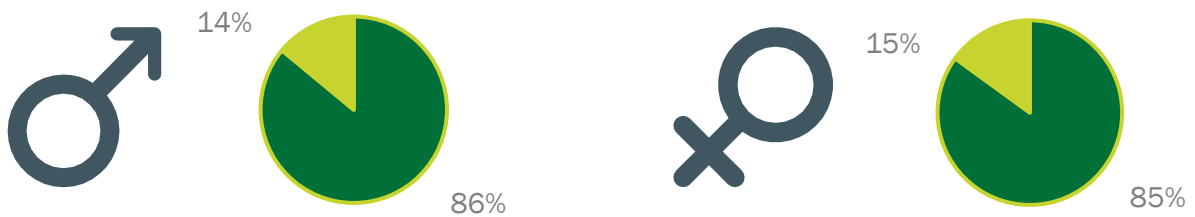
2023 Gender Pay Gap Report

Barfoots of Botley Ltd operates within the fresh produce sector, packing and processing semi-exotic vegetables. This Gender Pay Gap Report is based on data as at 5th April 2023. At this date, Barfoots employed 576 staff with 357 (62%) being male and 219 (38%) being female.

Pay and Bonus Gender Gap

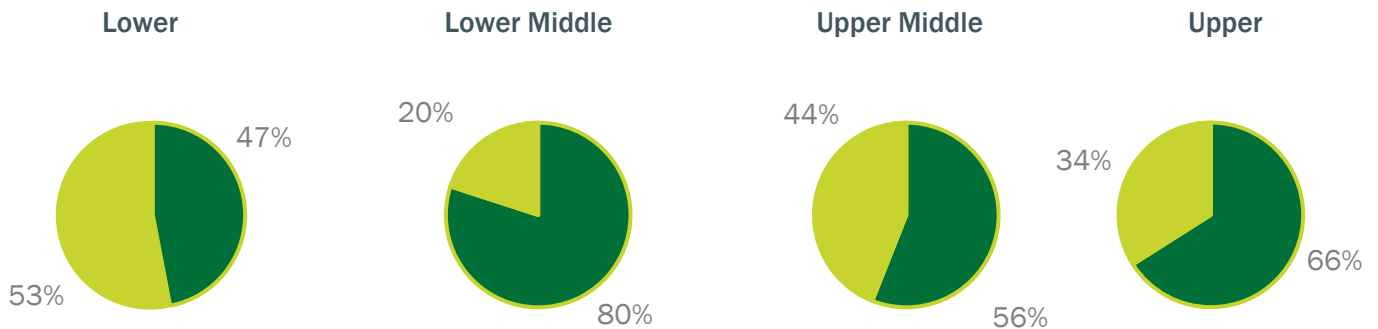
	MEAN	MEDIAN
PAY	8.4%	0%
BONUS	35.11%	0%

Proportion of colleagues awarded a bonus in the period



Key: ■ Bonus received % ■ Bonus not received

Proportion of males / females in each quartile pay band



Key: ■ Male ■ Female

I can confirm that the data reported above is accurate



Nick Lake, Group CFO