

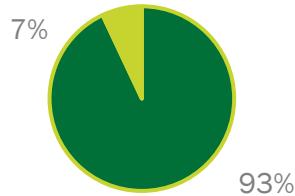
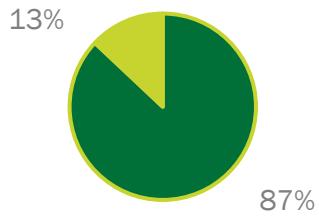
## 2025 Gender Pay Gap Report

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 2025. At this date, Barfoots employed 595 staff with 366 (61%) being male and 229 (39%) being female.

### Pay and Bonus Gender Gap

	MEAN	MEDIAN
PAY	15.2%	0%
BONUS	59.89%	0%

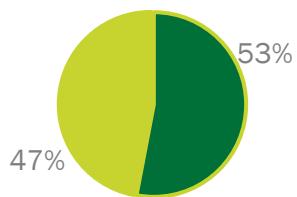
### Proportion of colleagues awarded a bonus in the period



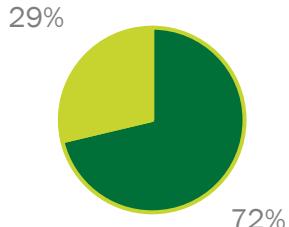
Key: █ Bonus received % █ Bonus not received

### Proportion of males / females in each quartile pay band

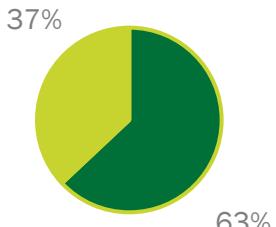
Lower



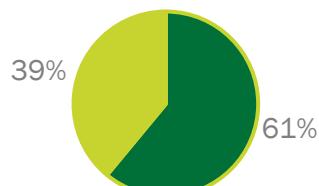
Lower Middle



Upper Middle



Upper



Key: █ Male █ Female

I can confirm that the data reported above is accurate

Nick Lake, Group CFO