

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

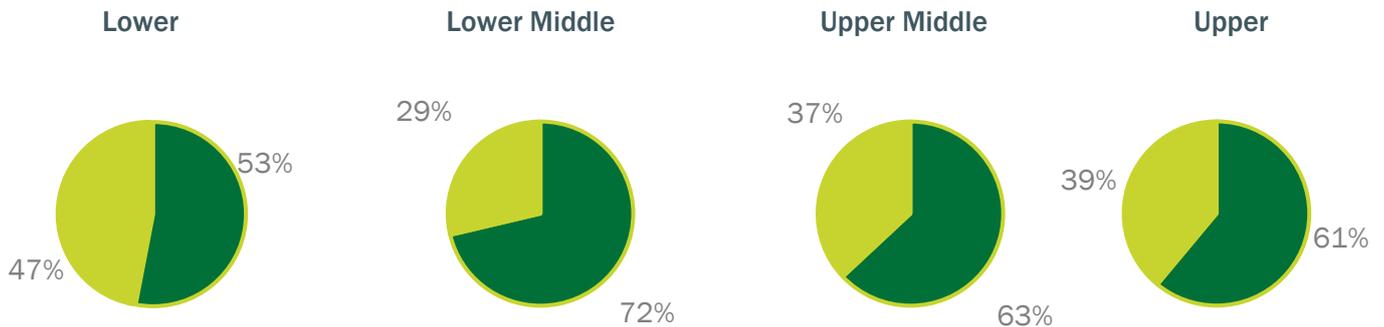
	MEAN	MEDIAN
PAY	15.2%	0%
BONUS	59.89%	0%

Proportion of colleagues awarded a bonus in the period



Key: ■ Bonus received % ■ Bonus not received

Proportion of males / females in each quartile pay band



Key: ■ Male ■ Female

I can confirm that the data reported above is accurate



Nick Lake, Group CFO

Overview

Barfoots of Botley Ltd's gender pay gap analysis, based on data as at 5 April 2025, shows a mean gender pay gap of 15.2% and a median gender pay gap of 0%. This indicates that while typical (median) male and female pay rates are equal, the overall average pay is influenced by a higher proportion of men in higher-paid roles.

Pay Gap Interpretation

The zero median pay gap suggests that men and women performing comparable roles at the midpoint of the organisation are paid equally. The mean gap, however, reflects workforce composition rather than unequal pay practices. As a fresh produce packing and processing business, Barfoots employs a higher proportion of men in senior roles, which tend to attract higher rates of pay.

Bonus Pay Gap

The mean bonus gap of 59.89% and median bonus gap of 0% indicate that bonus payments are not widespread and are typically linked to senior or specific operational roles. Where bonuses are paid, they are more frequently awarded to roles currently occupied by men, again reflecting role distribution rather than gender-based decision-making.

Workforce Structure

Women represent 39% of the workforce, with higher female representation in lower and middle pay quartiles and lower representation in upper quartiles. This pattern aligns with industry norms but highlights an opportunity to improve progression into higher-paid roles.

Conclusion

Barfoots is confident that it pays men and women equally for the same work. The gender pay gap primarily reflects occupational segregation and progression patterns, not pay inequality. The business recognises the importance of addressing this imbalance over time.

Barfoots of Botley Ltd remains committed to fostering an inclusive workplace where all colleagues have equal opportunity to progress and succeed. While our gender pay gap reflects the structure of our workforce, we are focused on long-term actions that support greater balance across all levels of the business.