



Gender Pay Report – Published April 2022

This pay report relates to AGRO Merchants Whitchurch's employment figures as at April 2021. Our total headcount was 374 employees.

Gender Profile

The table below shows the number of men and women employed by Grocontinental.

	No. of Employees	No. of Employees as a %
Men	320	85.6%
Women	54	14.4%
Total no. of Employees	374	100.0%

Company Roles

The below shows the percentage of employees working within the three areas of our business.

Business Area	% of Employees
Warehouse & Maintenance	44.4%
Drivers	25.9%
Administration & Management	29.7%

Pay Quartiles

The table below shows the proportion of male and female employees across the company by Quartile Pay Bands as at the snapshot date of the 5th April 2021.

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
Men	83.7%	78.4%	94.3%	87.5%
Women	16.3%	21.6%	5.7%	12.5%

Pay and Bonus Difference

The table below shows the mean and median hourly gender pay gap, and the mean and median bonus gap as at the snapshot date of the 5th April 2021.

	Mean	Median
Hourly Pay	7.5%	8.8%
Bonus	69.6%	0.0%



Proportion of Employees receiving a bonus

	%
Men	83.1%
Women	77.8%

Pay and Bonus Difference Narrative

Analysis of the gender pay gap shows that it is largely driven by two key factors, the first being that we have a much higher percentage of male employees across the business and secondly, we have more men in senior higher-paid roles. The second factor also accounts for the bonus gap.

Statement of Accuracy

I confirm that the information published in this document is accurate.

Paul Jukes
Managing Director
April 2022