

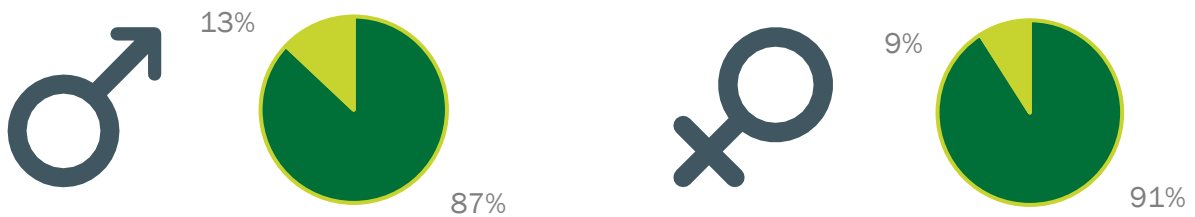
## 2024 Gender Pay Gap Report

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 2024. At this date, Barfoots employed 571 staff with 348 (61%) being male and 223 (39%) being female.

### Pay and Bonus Gender Gap

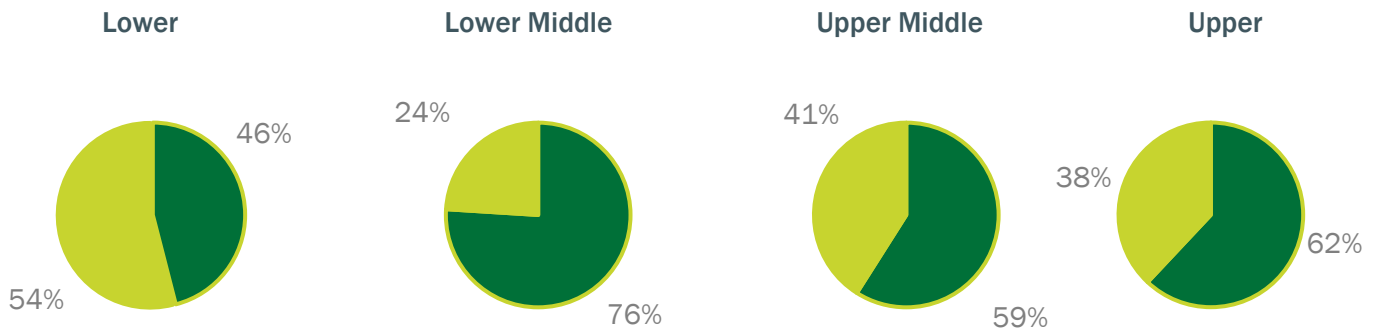
	MEAN	MEDIAN
PAY	12.8%	0%
BONUS	23.8%	0%

### 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