

International Procurement & Logistics Limited

Gender Pay Gap Report 2021



On behalf of International Procurement & Logistics (IPL) Limited, I am pleased to present our Gender Pay Gap Report as at April 2021.

We employ approximately 2048 colleagues and supply fresh produce, house plants & flowers, nuts and dried fruit.

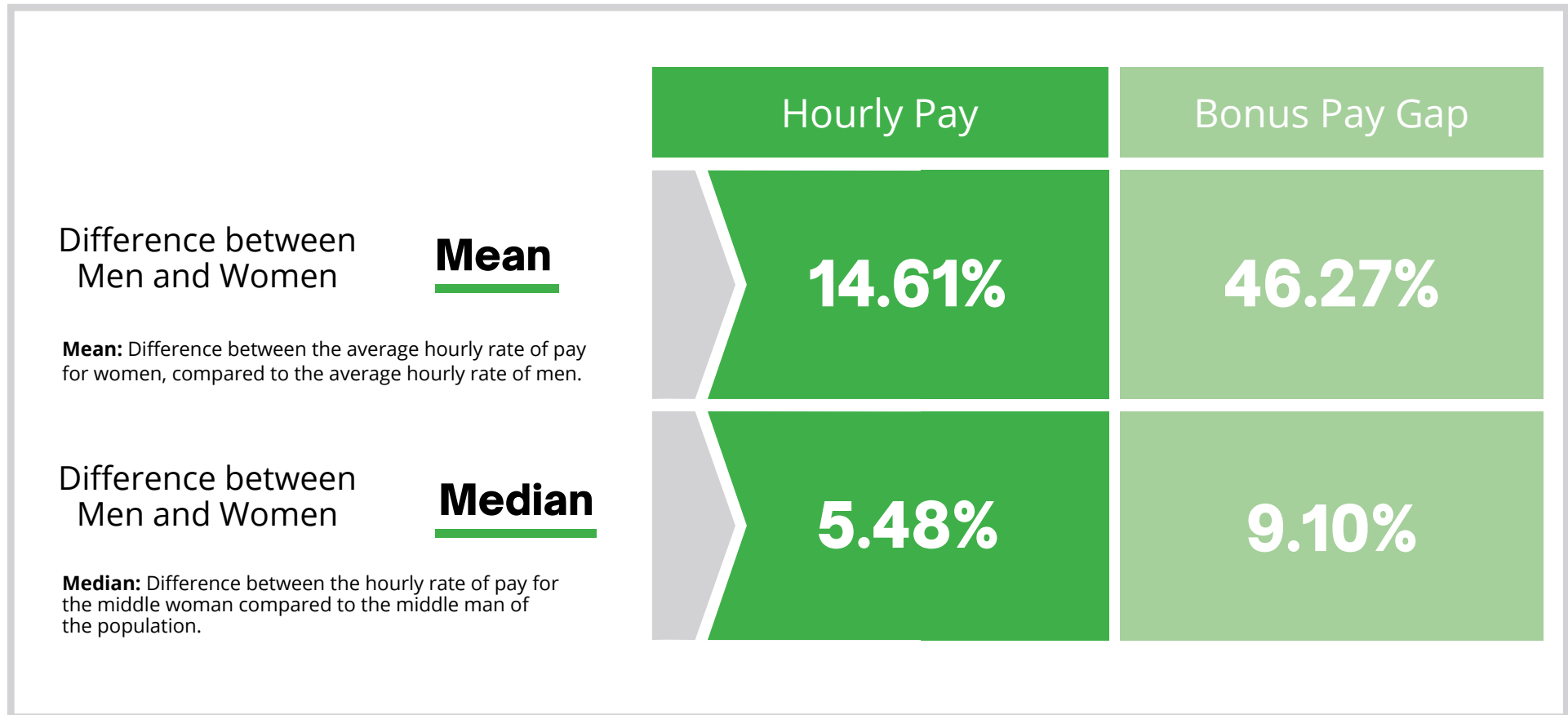
Our 2021 figures indicate a year on year improvement in our mean & median pay gaps and median bonus gap.

A 7% increase has been reflected in our mean bonus gap as our long term incentive plan has been reflected in the bonus data for the first time.

In presenting this report I confirm that the information contained is accurate.

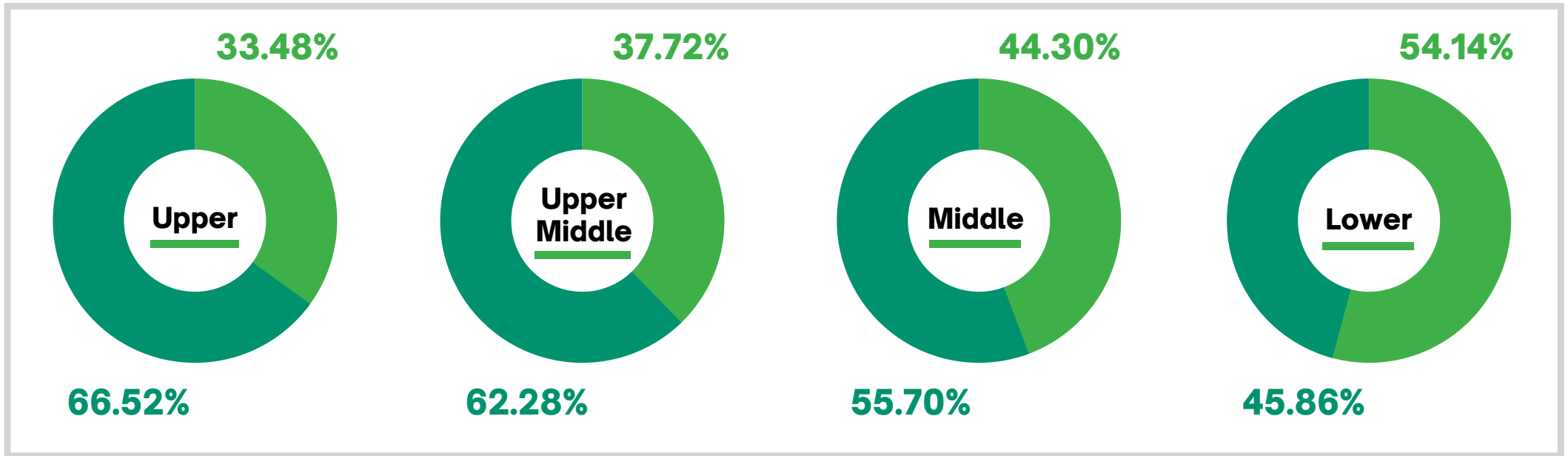
Varinder Rehal
Group Corporate Services Director
IPL Ltd

Pay and Bonus Gap



- 75.1% of IPL's colleagues work in operational roles in our processing sites. In respect of those colleagues, the median gender pay gap is 2.79% and the mean gender pay gap is 1.88%.
- IPL's mean bonus gap is influenced by, currently, having more men than women in senior roles.

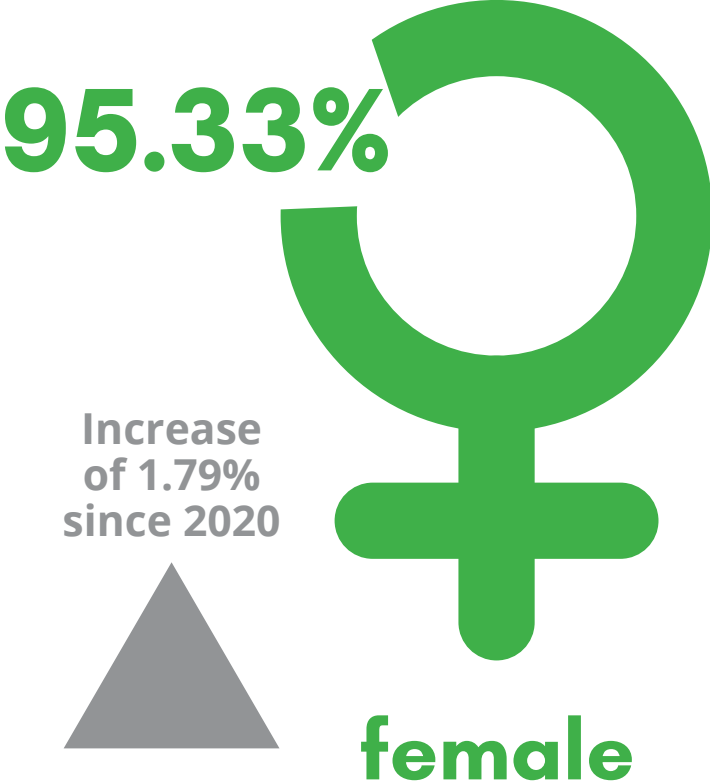
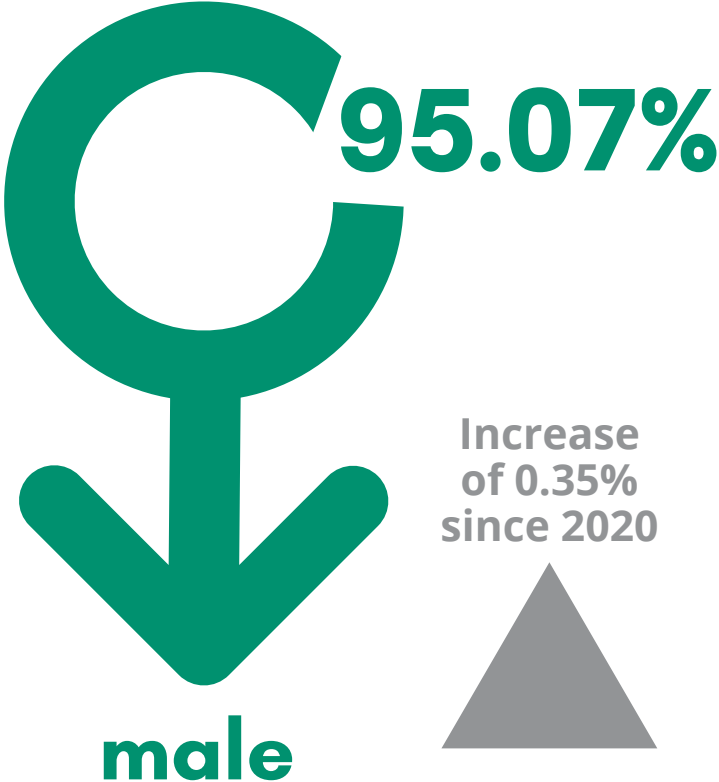
IPL's Gender Pay Gap



The above shows our gender distribution within the four quartiles, with each quartile containing approximately

} **447**
COLLEAGUES

Proportion of Colleagues Receiving a Bonus



0.3%

A grey trapezoidal shape containing the text '0.3%' indicates the difference between the bonus rates for men and women.

The above shows a 0.3% difference between the number of men and women being paid a bonus in 2020/21. All IPL colleagues are eligible to participate in a discretionary bonus scheme.