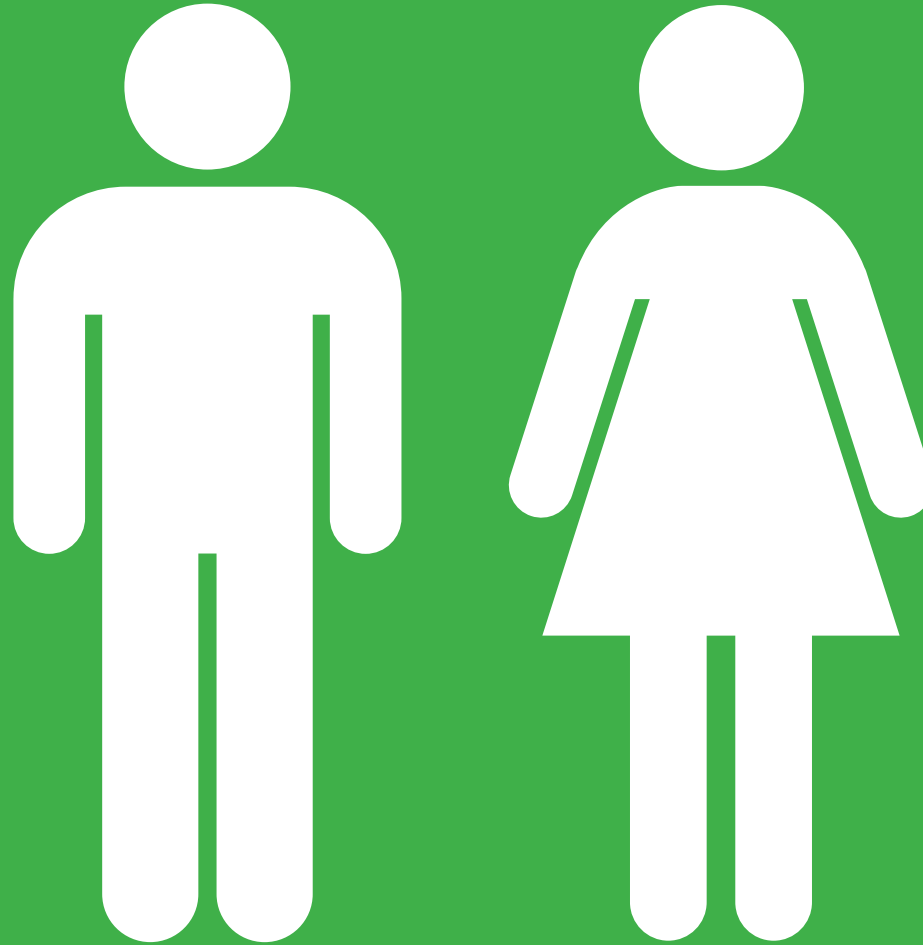


# International Procurement & Logistics Limited

## Gender Pay Gap Report 2022



On behalf of International Procurement & Logistics (IPL) Limited, I am pleased to present our Gender Pay Gap Report as at April 2022.

We employ approximately 2185 colleagues and supply fresh produce, house plants & flowers, nuts and dried fruit.

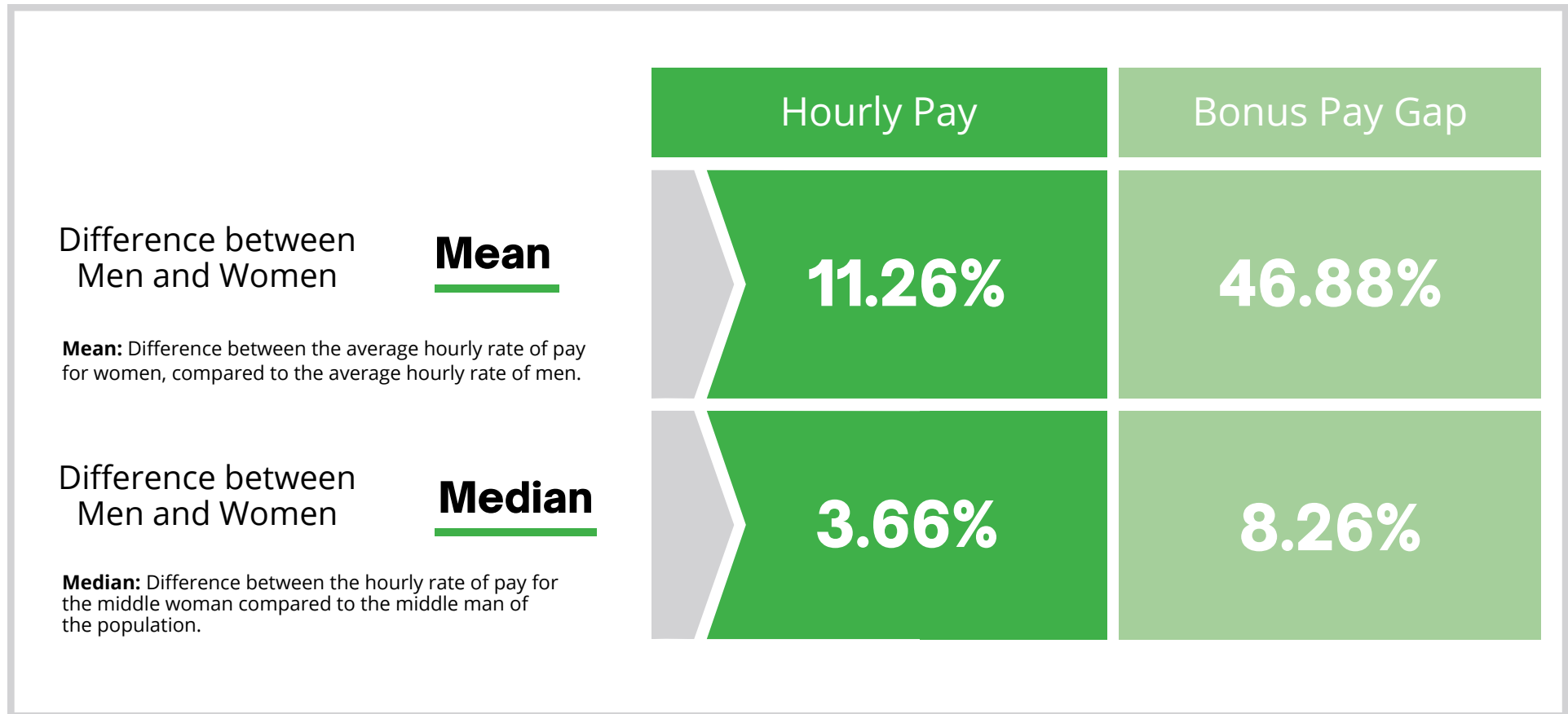
Our 2022 figures indicate a year on year improvement in our mean and median pay gaps and median bonus gap.

A marginal 0.6% increase has been reflected in our mean bonus gap.

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

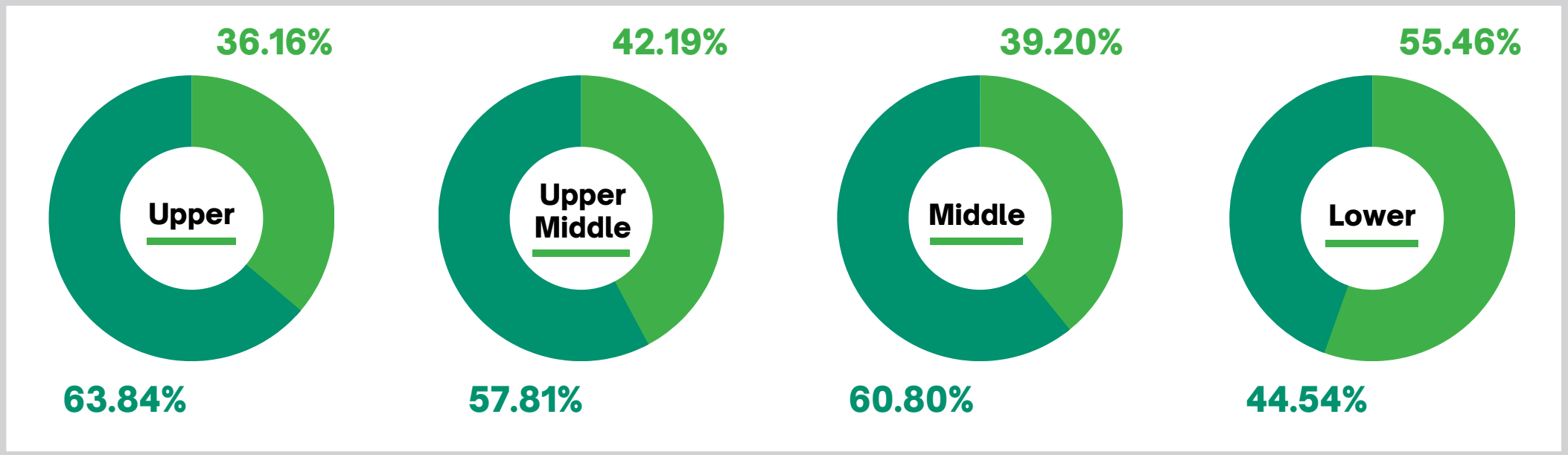
Varinder Rehal  
Group Corporate Services Director  
IPL Ltd

# Pay and Bonus Gap



- 74.5% of IPL's colleagues work in operational roles in our processing sites. In respect of those colleagues, the median gender pay gap is 2.56% and the mean gender pay gap is 1.77%.
- IPL's mean bonus gap is influenced by, currently, having more men than women in senior roles.

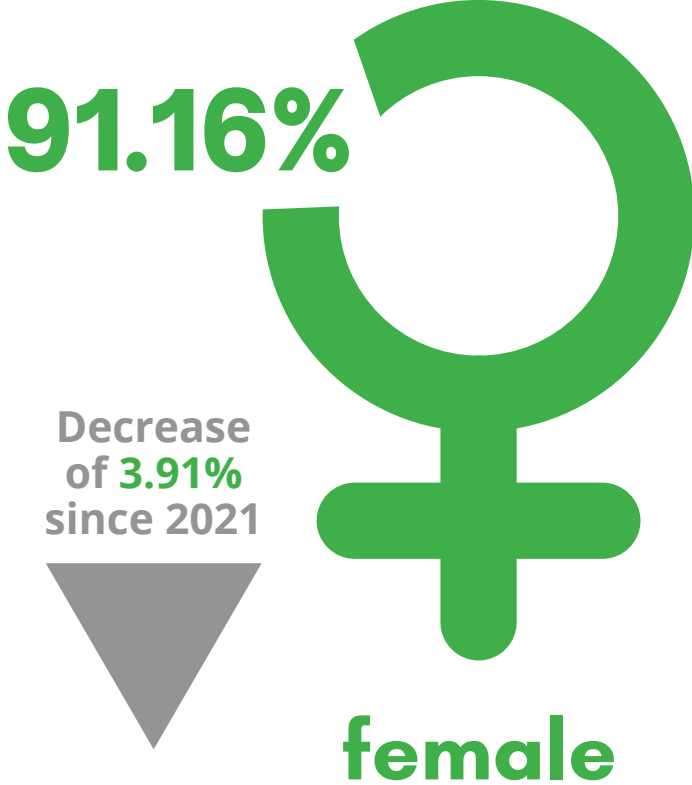
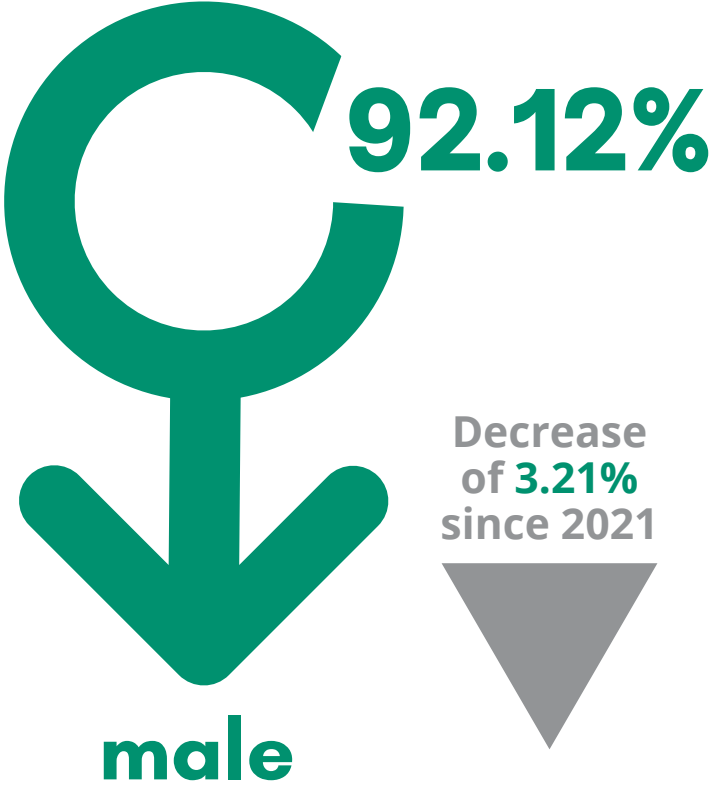
# IPL's Gender Pay Gap



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

} **448**  
COLLEAGUES

# Proportion of Colleagues Receiving a Bonus



The above shows a 0.96% difference between the number of men and women being paid a bonus in 2021/22. All IPL colleagues are eligible to participate in a discretionary bonus scheme.