

Gender Pay Gap Report

2025-26



2025 GENDER PAY GAP REPORT

Our **Gender Pay Gap (GPG)** report goes beyond the statutory requirement to comply with UK law which requires all organisations with more than 250 employees to report on their GPG each year. We provide additional voluntary context concerning gender at Wealmoor and the actions we take to respond to gender equality and gender pay parity in our business.

THE WEALMOOR WAY

Wealmoor, a family-owned and managed global business with vertically integrated supply chains, is recognised for its skill in managing a combination of owned and strategic partner farms. It is responsible for growing and sourcing development of end-to-end supply value chains for sub-tropical fresh fruits, vegetables, herbs and ingredients, locally and globally.

With group operations located both in the UK and internationally, today we operate across 50 countries and work with almost 300 growers while directly employing over 3,600 people within our Wealmoor food group across the UK, South America, East and West Africa and Southern Europe. Ever since our family business was founded more than 50 years ago we have strongly believed in the importance of equality of rights and opportunities for all, and understand both the need for and benefits of diversity and

inclusion within the workplace. Subsequent research has found a direct correlation between women in leadership positions and increased profitability. Companies with high levels of diversity and gender inclusion in their management teams are 25% more likely to have higher levels of profitability than those with less diverse teams. This apart, there are hugely significant personal benefits for working women themselves including improved self-esteem, opportunity to explore their talents, greater financial security for themselves and their families, and the promotion of economic growth.

Our approach towards delivering this vision through **The Wealmoor Way: Our Responsible Business Plan** is a reflection of Rati & Vilas Dhanani, our founders' ethos and is today brought to life through our unique purpose, mission and values.

People

Improve the lives of workers and communities within the countries where we source and operate

Planet

Reduce our environmental impact to leave the planet in a better place for future generations

Profit for Purpose

Grow volume and maximise profits to reinvest into our long term partnerships



**Community
& environment**



**Empathy
& win-win**



**Entrepreneurial
& passionate**

At the heart of **The Wealmoor Way** we are committed to supporting delivery of the United Nations Sustainable Development Goal Number 5 on Gender Equality embracing Reduced Inequalities (UNSDG 10) and Quality Education (UNSDG 4).

Throughout our organisation, we ensure that people are treated fairly and with dignity, whatever their gender or other characteristics.

We pro-actively promote collaboration, communication, continuous improvement, career development and diversity of thought in our ways of working to drive trust and excellence in all that we do.



**GENDER
EQUALITY**



**REDUCED
INEQUALITIES**



**QUALITY
EDUCATION**



**INSIGHTS TO
OUR GENDER PAY GAP**

GPG, calculated as the difference between the average hourly pay of men and women we employed in the UK on 5 April 2025 taking into account all full-time relevant People at every salary level and as a proportion of men's average hourly pay.

The business has more than 10% year on year increase in full-pay relevant People at 5 April 2025, with overall gender split maintained at 43% female when compared to 5 April 2024.

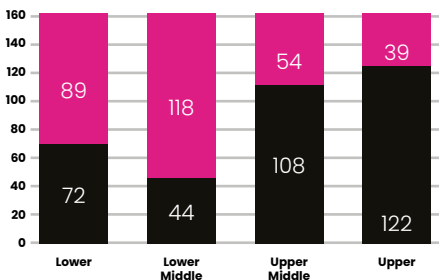
**646 Full-pay Relevant
People at 5 April 2025**



● Female, 300, 43%
● Male, 346, 57%

Committed to **The Wealmoor Way** we pay **Equal Pay** to women and men of all ages who carry out the same jobs, similar work or work of equal value in the same location. In spite of Low Pay Commission recommendations which allow for young adults to be paid lower national minimum hourly rate of pay.

**Quartile Pay
Band**



**Average
Gender Pay Gap**

	Mean	Median
At 5 April 2024	14.40%	2.98%
At 5 April 2025	10.81%	3.02%

Quartile Pay Bands indicates the proportion of female and male employees in the UK in our lower, lower middle, upper middle and upper pay bands. Each pay band represents a quarter of our overall pay scale.

We're extremely proud to encourage and engage women into the workforce with family-friendly shift patterns, extended holiday periods, fair parental leave policy and flexible working consideration post maternity.

We report continuing reduction of **Mean average GPG**, 1.67% points reduction compared to 2024.

Our **Median average GPG** of 3.02% indicates the middle hourly pay rate of all full-pay relevant women we employ in the UK is £0.97 for every £1.00 that men earn when comparing median hourly pay.



Mean bonus pay gap -59.56%,
Median bonus pay gap 15.15%

Bonuses awarded to 1.3% of female, 5.8% of male and 3.7% of total full pay relevant people at 5 April 2025.

We continually seek ways to enhance employee benefits to recognise excellence, commitment, loyalty and going above and beyond.

THE WEALMOOR WAY: GENDER EQUALITY & GENDER PAY PARITY

We actively promote a diverse workforce and address any inequality. Over the past year we have built on our existing equality and inclusion work by taking actions to help attract, support, develop and empower women in our workplace.



Commitments Achieved and to Maintain / In Progress

- Complete an annual pay and benefits review
- Evaluate job roles and pay grades to ensure a fair pay structure
- Overcome unconscious bias by receiving equal female candidates on recruitment shortlists for skilled, supervisory management and senior-level roles
- Maintain competency-based interview framework to support fair and consistent approach
- Family-friendly shift patterns
- Ability to accommodate shift change requests following any change in personal circumstances
- Extended holiday periods
- Review of our maternity framework resulted in providing Shared Parental Leave policy to better support parents in the early stages of their babies' lives and to allow a greater degree of flexibility in the way they care for their children.
- Requests for flexible working, particularly post maternity, suitably considered
- Support mentoring, continuing development, recognition and promotion of our female colleagues into higher skilled, higher paid more responsible supervisory management and senior-level roles.
- Communicate smart, clearly identifiable Talent Development Pathways in support of equal opportunities for progression
- Workplace collaboration, communication and initiatives to proactively promote, celebrate and recognise particular contributions by women
- Access to a wide range of family friendly discounts and wellbeing resources to support the diverse needs of our workforce and create a more inclusive environment where all employees, regardless of gender, can thrive both personally and professionally.
- Women represent at least 30% in upper middle pay band



Looking Ahead

- To maintain at least 30% women on our Executive Board
- Launch **Women in Wealmoor** program to inspire, support and develop women of all levels working in Wealmoor
- Women to represent 30% in upper middle and upper quartile pay band
- Establish training and development programmes to support continuous progression of female colleagues from one quartile pay band into the next
- Create an attractive and agile environment across our business to fairly meet changing needs of our female colleagues

We are passionate about ensuring our business is a rich, diverse and fair environment that appeals to everyone. **Gender Equality** and **Gender Pay Parity** remain high on our commitment to **The Wealmoor Way: Our Responsible Business Plan**, a reflection of our founders' ethos and is today brought to life through our unique purpose, mission and values.

Declaration

I confirm that Wealmoor's GPG calculations are accurate and meet the requirements of the Regulations and that our methodology and data are in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Leena Malde
Executive Chair

