

Gender Pay Report

This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. RFS (Ripon) Limited is required to publish annual gender pay gap data under these regulations.

Snapshot date – 5 April 2025

Calculations

- Mean Gender Pay Gap

The mean gender pay gap is 27%

- Median Gender Pay Gap

The median gender pay gap is 23%

- Mean Bonus Gender Pay Gap

The mean bonus gender pay gap is 80%

- Median Bonus Gender Pay Gap

The median bonus gender pay gap is 58%

- Proportion of Males and Females Receiving a Bonus Payment

The proportion of males receiving a bonus payment is 25%

The proportion of females receiving a bonus payment is 15%

- Proportion of Males and Females in Each Pay Quartile

Quartile	Female	Male
Lower	29%	71%
Lower Middle	22%	78%
Upper Middle	12%	88%
Upper	4%	96%



Supporting Narrative

RFS (Ripon) Limited applies pay and reward arrangements that are intended to be fair, consistent and based on objective criteria. Pay frameworks are structured to apply equally to men and women undertaking the same or equivalent roles.

The reported gender pay gap reflects the distribution of roles across the workforce rather than differences in pay for comparable work. The business operates primarily within the agricultural sector, where operational, technical, engineering and field-based roles make up a significant proportion of the workforce. These roles are more commonly represented within higher pay quartiles, reflecting market conditions, skill requirements and working patterns.

Pay levels are determined by factors such as role scope, responsibilities, skills, experience and performance. Gender is not a factor in setting pay. Roles and pay structures are reviewed periodically, and pay decisions are subject to management oversight and internal processes.

The business recognises the importance of maintaining appropriate pay practices and transparency in reward arrangements, and these matters are considered as part of its wider people and governance processes.

Chris Northway, Chief Financial Officer of RFS (Ripon) Limited, confirms that the calculations in this report are accurate