



## Dole (UK) Limited - Gender Pay Gap Report (GPGR), 5 April 2025

Marketing the most nutritious of products with the lowest environmental impact, Dole plc is the world's leading fresh produce provider. Operating out of 30 countries, while serving many more, our vertically integrated supply chain extends across the globe incorporating over 250 facilities. Growing, sourcing, packing, shipping, marketing and distributing over 300 lines of fresh produce, our range extends from the more familiar to the truly exotic.

Dole UK is part of Dole plc and is committed to providing equality of treatment to all existing and potential employees. We recognise and encourage the value of diversity across our businesses ensuring all feel included and valued irrespective of, and indeed because of, their differences. We want all our colleagues to come to work feeling comfortable every day, regardless of their makeup.

Under the duties set out in the Equality Act 2010, Dole UK is publishing information on its gender pay gap. Dole UK has five employing companies, of which three employ 250 or more relevant employees as of 5 April 2025. These legal entities are:

- Dole Limited (Dole)
- Redbridge Produce & Flowers Limited (RP&F)
- Bristol Fruit Sales (Market) Limited (BFS)

There are certain factors that have a significant impact on our gender pay gap results. Part-time working is a flexible benefit Dole UK is proud to be able to offer, and a significantly higher proportion of our female employees opt for part-time working compared with our male population.

The following chart shows the data for the three legal entities that engage more than 250 employees within the Dole UK group.

Dole Ltd			Redbridge Produce & Flowers Ltd			Bristol Fruit Sales (Market) Ltd		
<b>Mean and median pay and bonus</b>			<b>Mean and median pay and bonus</b>			<b>Mean and median pay and bonus</b>		
	MEAN	MEDIAN		MEAN	MEDIAN		MEAN	MEDIAN
Gender Pay Gap	12%	-4%	Gender Pay Gap	12%	4%	Gender Pay Gap	9%	4%
Gender Bonus Gap	0%	-233%	Gender Bonus Gap	57%	-14%	Gender Bonus Gap	47%	44%
<b>Proportion of employees receiving a bonus</b>			<b>Proportion of employees receiving a bonus</b>			<b>Proportion of employees receiving a bonus</b>		
Male		79%	Male		79%	Male		61%
Female		67%	Female		76%	Female		71%
<b>Proportion of employees in each pay quartile</b>			<b>Proportion of employees in each pay quartile</b>			<b>Proportion of employees in each pay quartile</b>		
PAY QUARTILE	MALE	FEMALE	PAY QUARTILE	MALE	FEMALE	PAY QUARTILE	MALE	FEMALE
Upper	82%	18%	Upper	78%	22%	Upper	92%	8%
Upper Middle	79%	21%	Upper Middle	82%	18%	Upper Middle	84%	16%
Lower Middle	79%	21%	Lower Middle	57%	43%	Lower Middle	79%	21%
Lower	65%	35%	Lower	65%	35%	Lower	66%	34%



These Gender Pay Gap measurements are distinct from equal pay, which is about ensuring males and females are paid the same for conducting work of equal value. Dole UK does not promote pay differentials for different genders undertaking equivalent roles.

For the 2025 reporting period, the mean Gender Pay Gap for both Dole and RP&F was 12%, with a median pay gap of -4% in Dole and 4% in RP&F. Within BFS, the mean Gender Pay Gap was 9%, with a median pay gap also at 4%.

Gender Bonus Gap results vary across the entities. Dole reports a 0% mean bonus gap, with the median showing that the median bonus for female employees exceeded that of male employees during the reporting period. RP&F reports a 57% mean bonus gap, although the median bonus gap indicates that the median bonus received by female employees was higher than that received by male employees. BFS details a 47% mean bonus gap and 44% median bonus gap, reflecting higher average bonus payments to male employees.

The proportion of employees receiving bonuses varies across the legal entities, a greater percentage of males in Dole Limited and RP&F received bonus and a higher percentage of females in BFS received a bonus.

As in previous years, the distribution of males and females across pay quartiles contributes to the gender pay gap results. Within the three legal entities, there remains a higher proportion of male employees in the upper pay quartiles, reflecting the overall gender distribution within the industry and within operational and senior roles.

Dole UK continues to promote diversity and inclusion across its businesses and actively collaborates with industry leaders in the fresh produce sector in this area. Our ongoing focus is on encouraging broader representation across all levels of the Company and ensuring that opportunities for development and progression are accessible to all employees.

Dole plc believes in creating a workplace where every individual can thrive, grow, and lead. In 2025 Dole plc developed The Dole Women Leaders Network which is dedicated to supporting women within our Company by offering mentorship, career guidance and general support for career growth. Dole UK is passionate about increasing its female leadership and fully supports this Network.

**David Macklin**  
UK Managing Director

For and behalf of Dole Limited

A handwritten signature in black ink, appearing to read "D. Macklin", is written over a horizontal line.

Signed: \_\_\_\_\_

Date: 7 April 2026

**Key:**

**Mean and Median:** The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees.



**Proportion of men and women receiving a bonus:** The proportion of male and female employees who were paid any amount of bonus pay.

**Proportion of males and females in each pay quartile band:** The proportion of men and women in four quartile hourly rate pay bands ranked from the lowest hourly rate to the highest hourly rate. It is achieved by dividing our total number of employees into four equal parts.