



Dole (UK) Limited - Gender Pay Gap Report (GPGR), 5 April 2023

Dole UK is part of Dole plc which is the world's leading fresh produce provider. Local at heart, global by nature we operate across 30 countries while serving many more. Our industry leading vertically integrated supply chain extends across the globe incorporating over 250 facilities. This extensive infrastructure and global reach allows Dole plc to grow, source and supply the complete portfolio of the finest fresh fruits and vegetables from close to home and around the world.

Dole UK 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 5 employing companies, of which three employ 250 or more relevant employees as of 5 April 2023. These legal entities are:

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

Certain factors continue to have a significant impact on our gender pay gap results. In particular, sales positions, in which fewer females are engaged, receive bonuses based on financial performance, and the females working in this area often prefer to work on a part time arrangement. Part time working is a flexible benefit Dole UK is proud to be able to offer and 43% of our female employees select part time working in comparison to 10% of our male population.

In addition, a greater proportion of men than women pursue careers in the Fresh Produce industry as a whole, which impacts the pool from which Dole UK can fill its open positions. As a result, Dole UK currently employs three times as many males as females.

Some of the work behind our progress in closing the gender pay gap can be attributed to our defined diversity and inclusion programme with the key aim of raising awareness and increasing understanding across the UK.

When we talk about D&I in Dole UK we are focusing on enhancing awareness and understanding of the following areas:

- Health & Wellbeing
- Disability
- Family
- Gender
- Race, Ethnicity and Nationality
- Age & Generation
- Religion, Faith & Belief
- Sexual Orientation



In March 2024, Dole plc joined Global Women Fresh (GWF) as an ‘Empowered Sponsor.’ Working to make gender equality a reality and dedicated to empowering women through educational and professional development opportunities, inspiring change through actionable data, thought leadership, and sharing powerful accounts of women in produce. With values closely aligned to those of Dole plc, Global Women Fresh has a strong track record in connecting female fresh produce professionals globally via an established programme of online and in-person events. Dole UK fully supports this partnership and will be actively involved in the project.

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

Dole			RP&F			BFS		
Mean and median pay and bonus			Mean and median pay and bonus			Mean and median pay and bonus		
	MEAN	MEDIAN		MEAN	MEDIAN		MEAN	MEDIAN
Gender Pay Gap	-1%	-5%	Gender Pay Gap	19%	5%	Gender Pay Gap	15%	-1%
Gender Bonus Gap	17%	-70%	Gender Bonus Gap	64%	50%	Gender Bonus Gap	56%	11%
Proportion of employees receiving a bonus			Proportion of employees receiving a bonus			Proportion of employees receiving a bonus		
Male		80%	Male		63%	Male		68%
Female		78%	Female		55%	Female		76%
Proportion of employees in each pay quartile			Proportion of employees in each pay quartile			Proportion of employees in each pay quartile		
PAY QUARTILE	MALE	FEMALE	PAY QUARTILE	MALE	FEMALE	PAY QUARTILE	MALE	FEMALE
Upper	77%	23%	Upper	77%	23%	Upper	86%	14%
Upper Middle	72%	28%	Upper Middle	66%	34%	Upper Middle	69%	31%
Lower Middle	77%	23%	Lower Middle	60%	40%	Lower Middle	82%	18%
Lower	87%	13%	Lower	55%	45%	Lower	84%	16%

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

One area of development since last year is that women in Dole are now on average earning more than men. The mean figure has changed from 6% to -1%. RP&F and BFS still show that on average men earn more than women.

Positive change has occurred within Dole’s Gender Bonus Gap, the mean figure has reduced to 17% from 36% last year. Encouragingly, the trend continues in RP&F which saw a reduction from 68% to 64% and in BFS from 62% to 56%. We also note an increase in the proportion of women in receipt of a bonus in both Dole and BFS, but a reduction in RP&F.

Dole has made progress in relation to the pay quartiles reporting an increase in the number of women in the upper and middle quartile, which contributes towards the positive shift in the gender pay gap. RP&F and BFS have both reported a reduction in the number of women in the upper quartile but increases in the upper middle quartile.

