

Company Statement on our Gender Pay Gap Report

Cornish Labour Services act as a labour provider to companies within the Agriculture and Fresh Produce industry, supplying labour to a Packhouse and Farming environment.

Job roles consist of Manufacturing Operatives, Tractor Drivers, Harvest Workers, Forklift Truck Drivers and a variety of supervisory, management and office roles. With such a vast array of roles and opportunities, we attract a variety of different people from different backgrounds, nationalities and genders, however the Agricultural industry is still a male dominated industry.

We have many women who work for us in different roles and continue to actively encourage women to join the industry. We believe our Job Descriptions for each role set out a fair and equal requirement to meet each Grade of Pay that we have. Only a very small number of individuals are paid a KPI related bonus as part of their annual appraisal.

This Gender Pay Gap Report is based on a snapshot date of 4th April 2022, at which time we had a total of 261 employees, with 186 being male (71%) and 75 being female(29%).

Tom Simmons

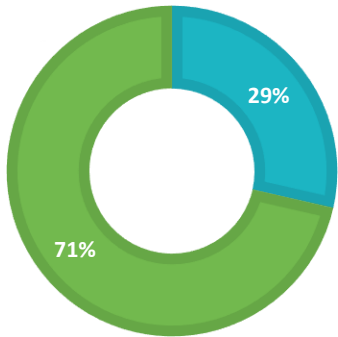
Director of Cornish Labour Services Ltd



Gender Pay Gap Data

EMPLOYEES

■ Female ■ Male



	Mean	Median
Gross Hourly Rate of Pay	1.2%	0%

Bonus Pay	Male	Female	Difference
Number receiving Bonus	4%	1%	3%

Bonus Pay

Mean

Using the 'mean', Men received **74%** more bonus than Women.

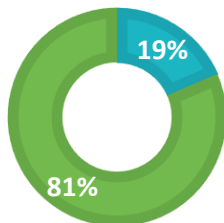
Median

Viewing the 'median' bonus values, there was an **11%** median bonus gender pay gap.

**8 out of 261 employees received a bonus payment.*

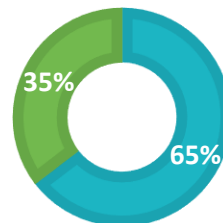
UPPER HOURLY PAY QUARTER

■ Female ■ Male



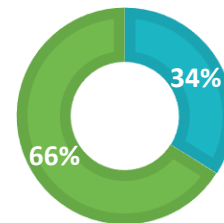
UPPER MIDDLE HOURLY PAY QUARTER

■ Female ■ Male



LOWER MIDDLE HOURLY PAY QUARTER

■ Female ■ Male



LOWER HOURLY PAY QUARTER

■ Female ■ Male

