



GENDER PAY REPORT 2024 – IN RESPECT OF 2023

Gender pay commentary

Our gender pay report represents data captured in April 2023. We have made significant progress since our first report in 2017 and we will continue to challenge ourselves to do better.

Overall, as a company 58% of our employees are female. We are particularly pleased to have a predominantly female workforce and that we have been able attract and retain female workers within our factory environment. We are also a proud living wage employer with a female CEO.

Female employees are predominant across all quartiles and given the high percentage of female employees at the factory, the lower middle quartile has the highest proportion of women at 64%. With the second highest proportion of women being in the lower quartile in which they are also predominantly factory based.

When you look at each of the quartiles from a mean perspective, pay rates are different by no more than 7.62%, this has been driven by a shift in our leadership team's gender profile and female higher earners excluded from the data due to maternity leave absence. We have seen a shift in the quartile that has the highest proportion of females, from the upper middle quartile (with a mean pay difference of 0.69%) to the lower middle quartile (with a mean pay difference of 1.12%). From a median perspective, the pay rate for women is lower than it was in 2022, this was driven by female leavers and male joiners within the upper quartile when comparing the two periods.

We did not pay out a bonus last year for salaried employees which means there has been a significant decrease in the percentage of employees receiving an annual bonus.

Bonuses that were paid throughout the year have been predominantly linked to performance related pay in our hourly paid factory team. However, those who received this bonus is a very small number of employees (2 males and 10 females).

Overall, we have seen a widening in the gender pay gap which we are disappointed to see and are committed to work towards eliminating this gap completely.

Gender pay data

We have shared the figures regarding our gender pay gap (in **green**) with some helpful comparison points for context. Our data below is from April 2023. Our total population was: 160 women (58%) and 118 men (42%).

Hourly Pay:

- **Our mean hourly pay is 8.99% lower for women than for men.**
 - (6.11% lower for women in 2022)
- **Our median hourly pay is 13.89% lower for women than for men.**
 - (3.0% higher for women in 2022)

Pay Quartiles:

- **Lower quartile (lowest earners) is 42% men** (35% in 2022) **and 58% women** (65% in 2022)
 - **And mean hourly rate is 0.69% lower for women than men.**
 - (0.04% lower for women in 2022)
- **Lower middle quartile is 36% men** (46% in 2022) **and 64% women** (54% in 2022)
 - **And mean hourly rate is 1.12% higher for women than for men.**
 - (0.05% lower for women in 2022)
- **Upper middle quartile is 46% men** (42% in 2022) **and 54% women** (58% in 2022)
 - **And mean hourly rate is 3.45% lower for women than for men.**
 - (0.25% higher for women in 2022)
- **Upper quartile is 46% men** (48% in 2022) **and 54% women** (52% in 2022)
 - **And mean hourly rate is 7.62% lower for women than for men.**
 - (0.3% lower for women in 2022)

Bonuses:

- **Mean bonus pay is 22% lower for women than for men.**
 - (15% lower for women in 2022)
- **Median bonus pay is 26% lower for women than for men.**
 - (37% lower for women in 2022)
- **1.7% of men** (33% in 2022) **and 6.3% of women** (43% in 2022) **received a bonus.**