

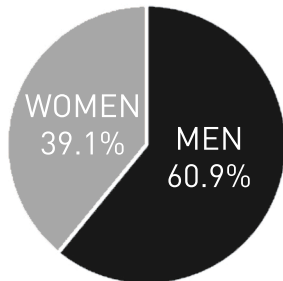
Gender Pay Gap Report 2021-22



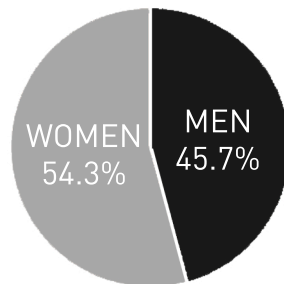
As a company we are committed to building a culture of acceptance and inclusion and bringing purpose to work. We have been working hard to improve our workplace and ensure it is a company where everyone feels at home. Our ethos is to do the right thing.

Percentage of men and women in each hourly pay quarter

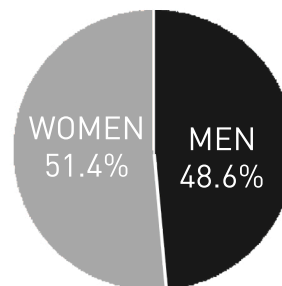
Upper hourly pay quarter



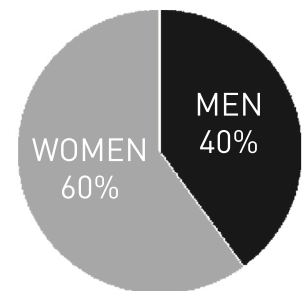
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter



From 1st September 2021 we became a Living Wage employer and now all our entry level colleagues are paid a minimum of £9.90 per hour. Colleagues are paid in line with their skills and experience, regardless of age or gender.

We are committed to continue to invest in our people's potential and are improving our learning and development plans for all levels. We firmly believe that creating an inclusive development programme will help our people thrive and our business succeed.

Mean and Median gender pay gap using hourly pay		Percentage of men and women who received bonus pay		Mean and Median gender pay gap using bonus pay	
Mean	25.4%	Men	69.6%	Mean	80.2%
Median	10.5%	Women	73.1%	Median	13.8%

In 2021 we introduced flexible working to ensure that all our people regardless of gender can have equal opportunities. We will continue to promote and encourage flexible working within the organisation where roles allow.

There is still more work to be done over the coming years and we will continue to do the right thing.

I confirm that the information published above is accurate.



David Collard, CEO

The Bart Ingredients Co. Ltd.