

# GENDER PAY GAP REPORT 2022

R. TWINING AND COMPANY LIMITED





# Welcome to our Gender Pay Gap Report

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“Great people work here! Twinings has been making the world’s finest teas for over 300 years and in 2022 our talented and passionate team have delivered yet another year of great results.”

We continue to build the environment where our talented people can thrive and succeed in achieving not only great business outcomes, but also fulfilling their own personal career ambitions. Key to this high performing environment is ensuring that there are no barriers of any kind to their talent.

Our 2022 Gender Pay Gap Report results show a mean gender pay gap of 15.7% and median of 4.4%.

We confirm that the information and data reported are accurate as on 5<sup>th</sup> April 2022 and in line with the Gender Pay Gap Information Regulations 2017.



INTERNATIONAL HR DIRECTOR

\* Mean pay gap: The arithmetic average pay of all men in comparison to the arithmetic average pay of all women.

\*\* Median pay gap: When pay of all men and women is lined up in order, the median pay gap is the percentage difference between the mid-point of the range for women and men.







# 2022 Gender Pay Statistics

## BONUS GAP

Mean	Median
51%	24.3%

## PERCENTAGE OF EMPLOYEES RECEIVING BONUS



Male – 80.4%

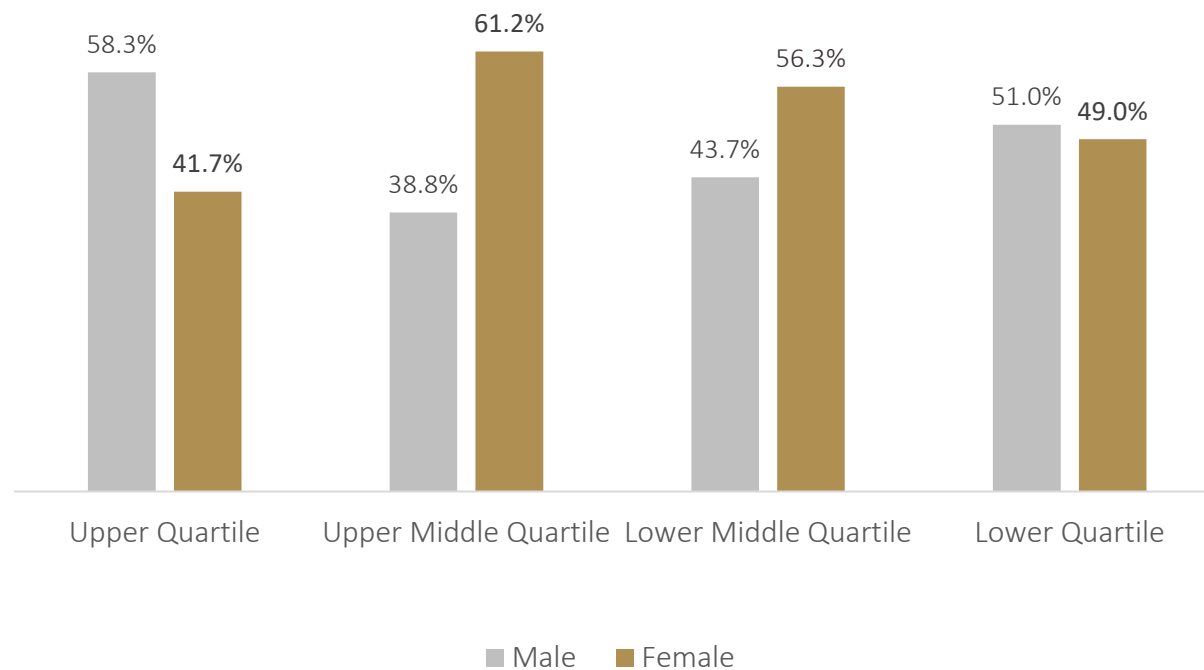


Female – 80.2%

## PAY GAP

Mean	Median
15.7%	4.4%

## PERCENTAGE OF EMPLOYEES IN EACH PAY QUARTILE





## Commentary On Our 2022 Results

It's pleasing to see that our 2022 Gender Pay Gap report shows a further narrowing of the mean and median gender pay gaps: from 16.6% to 15.7% and 6.1% to 4.4% respectively. The gap has now been steadily reducing for the last 3 years.

Key drivers of this reduction in gap include:

- Across the year we have seen women receiving pay increases of, on average, 0.9% more than men
- More women than men (38 versus 34) receiving pay increases of more than 10% in the year
- A halving of the pay gap between male and female starter salaries in the year from 12% to 6%

There was parity of bonus entitlement in 2022 with 80% of both men and women receiving a bonus payment in the year, although there was a widening of the bonus

gap to a mean of 51.0% and median of 24.3%. This will be largely due to a higher proportion of men than women in senior leadership roles.

Whilst we have seen the proportion of women in the Upper Middle Quartile increase by almost 5% in the year, from 56.4% in 2021 to 61.2% in 2022, unfortunately the proportion of women in the Upper Quartile has dropped slightly from 43.6% to 41.7% over the same period.

There is work still to do to ensure that there are no barriers to career progression for talent of any gender and we will continue to work on building a diverse, equitable and inclusive environment at TwO over the coming year.

We confirm that the information and data reported are accurate as on 5th April 2022 and in line with the Gender Pay Gap Information Regulations 2017.

