



# GENDER PAY GAP REPORT, 2023





## WELCOME TO OUR **GENDER PAY GAP REPORT 2023**

We are pleased to continue sharing this information, as we firmly believe in the importance of transparency regarding pay. Such openness is vital in making strides towards narrowing the gender pay gap that persists in the UK today. As per the requirement for companies with over 250 employees, we disclose details of our Gender Pay Gap and Bonus Gaps, including the distribution of bonuses among women and men, and the representation of genders across our pay quartiles.

At British Pepper & Spice, we are dedicated to promoting equality, diversity, and inclusivity within our workforce. Since we began reporting in 2018, we have witnessed significant changes in our figures, which we attribute to our comprehensive approach to recruitment, development, and remuneration.

Our journey towards equality is ongoing, with further goals yet to be achieved. In the years ahead, we are committed to taking the necessary steps to address any gender pay disparities across all levels of our company. Maintaining a truly diverse and inclusive workplace is not only the right thing to do, but it is also essential for our growth, attracting talented individuals, and engaging with our consumer base.

**Guy Dodwell**  
Managing Director



## WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in average earnings between women and men, explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

The Gender Pay Gap is different from equal pay, 'Equal Pay' is about a man and a woman receiving equal pay for the same or similar job.



## OUR RESULTS

### GENDER PAY GAP

#### 11% Mean

The mean pay gap is the difference in the average hourly pay for women compared to men, within a company.



This means pay for men is 11% higher than that of women.

#### 5% Median

The median represents the middle point of a population. If you lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



The median pay for men is 5% higher than for women when lined up.

There has been a moderate change to these figures since the previous reporting period and this can be attributed to changes at the senior level as well as changes to demographics in our manufacturing facility.

### GENDER PAY BONUS GAP

The mean bonus pay for women is 54% higher than that of men.

The median bonus pay for women is 49% higher than that of men.

Whilst the balance of our workforce is predominantly male, we do have a better balance of women in our Leadership team than in previous years which is reflected in the median bonus pay for women.



## POPULATION OF MEN AND WOMEN PAID A BONUS



2%  
of women  
received a bonus

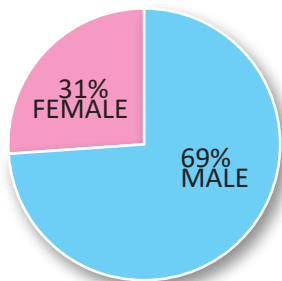


1%  
of men received  
a bonus

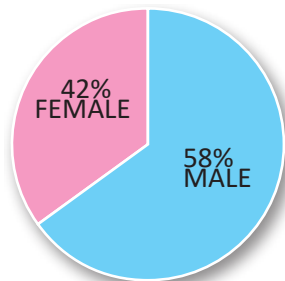


## POPULATION BY PAY QUARTILES

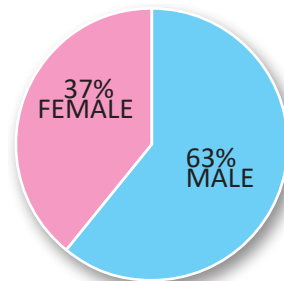
Quartiles represent the pay rates from the lowest to the highest for our employees, split into four equal-sized groups, with the percentage of men and women in each quartile.



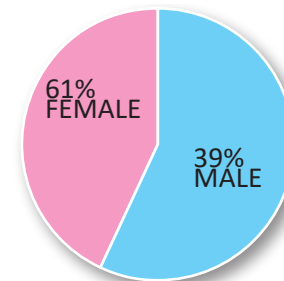
UPPER



UPPER  
MIDDLE



LOWER  
MIDDLE



LOWER

## A VIEW TO THE FUTURE

We are committed to reducing our Gender Pay Gap and we can see that small changes to gender demographics at a senior level can result in changes to our reported figures. There is still more to do, and we are continuing to strive to support our deliberately diverse company and to ensure that our workforce is representative of the community and marketplace we operate within. We are focused on:

- **Customer Relationships** – As part of our commitment to our customers we report on our gender diversity across our organisation and have committed to the 30% Club, a global campaign to increase gender diversity at board and executive-committee levels.
- **Internal Networks** – Continuing to work with internal networks for specific work groups within the organisations to share learnings, best practices and innovation.
- **Training** – Continuing to deliver leadership training to all levels of management within the organisation, as well as offering opportunities through our partners for mentoring and coaching.
- **Our Culture** – Review our policies to ensure they are inclusive for the whole workforce. We have recently enhanced our maternity and paternity pay offerings as well as enhancing our agile work policy.

