



# GENDER PAY GAP REPORT, 2022







## WELCOME TO OUR GENDER PAY GAP REPORT - 2022

We welcome the opportunity to continue to publish this information, as we believe that it is important for all companies to be transparent about pay, and that by doing this, progress will be made in bridging the pay gap that exists in the UK today. All organisations with over 250 employees are now required to share details of their Gender Pay Gap and Bonus Gaps, the percentage of men and women receiving a bonus; and the proportion of men and women in each pay quartile of our workforce.

At British Pepper & Spice, we believe in promoting equality, diversity and inclusion among our workforce. We've seen a number of changes in our numbers since we started reporting in 2018, and believe that our approach to recruitment, development and pay will help with our progress.

We are on a journey and there is still more to do and achieve. Over the coming years, we'll continue to do the right things to address any gender pay gap at all levels. Continuing to have a truly diverse and inclusive company is not only the right thing to do, but it is also crucial to helping us grow, attract talent and engage the people who buy our products.

*Ian K.*

**Ian Kelland**  
Managing Director



## WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in pay between men and women 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

#### 12% 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 12% higher than that of women.

#### 3% 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 3% higher than for women when lined up.

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

## GENDER PAY BONUS GAP

**The mean bonus pay for men is 20% higher than that of women.**

**The median bonus pay for women is 14% 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.



## THE POPULATION OF MEN AND WOMEN PAID A BONUS



**13%**  
of women received a bonus.

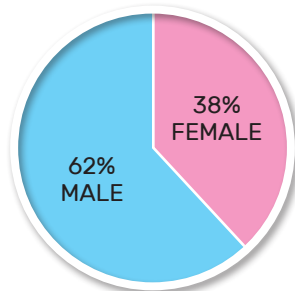


**15%**  
of men received a bonus.

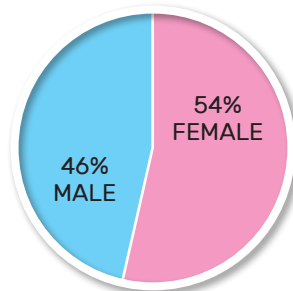


## POPULATION BY PAY QUARTILES

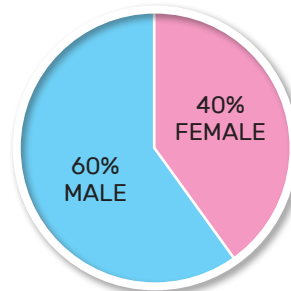
Quartiles represent the pay rates from the lowest to the highest for our employees, split into four equal-sized groups, with the percentage of men and women in each quartile.



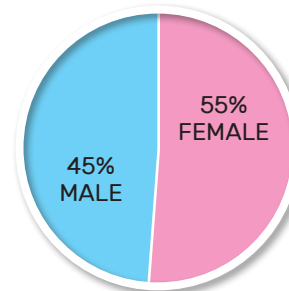
UPPER



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 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 practice 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.

