



GENDER PAY REPORT 2023 – IN RESPECT OF 2022

Gender pay commentary:

Our gender pay report represents data captured in April 2022. We have made significant progress since our first report in 2017 and are pleased to see a narrowing of the gap compared to 2021. We will continue to challenge ourselves to do better.

Overall, as a company 57% of our employees are female. Female employees are predominant across all quartiles and given the high percentage of female employees at the factory, the lowest quartile has the highest proportion of women at 65%.

When the data is aggregated at a total level the predominance of our female employees across all quartiles means we have seen a narrowing of the gap since 2021. When you look at each of the quartiles from a mean perspective, pay rates are marginally different at less than 1% (between 0.04% and 0.3%). In the upper middle quartile, which has the 2nd highest proportion of women, the mean pay rate is marginally higher for women, at 0.25%. From median perspective, the pay rate for women is 3% higher than it is for men, even though graze has a predominantly female workforce with the highest proportion of female employees in the lowest quartile.

In 2021 we launched a new annual bonus scheme for salaried employees which we paid out for the first time in 2022. As a result, the percentage of both men and women receiving a bonus has increased significantly. However, the bonus pay gap on both mean and median has skewed towards men receiving a higher bonus. This is due to the proportion of male and female staff in salaried roles verses hourly paid respectively. Females constitute 61% of hourly paid roles compared with 54% for salaried roles.

Other 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.

Overall, we are pleased to see the gender pay gap narrow across many of the quartiles and are committed to work towards eliminating this gap completely.

Gender pay data:

We have shared the figures regarding our gender pay gap (in **blue**) with some helpful comparison points for context. Our data below is from April 2022. Our total population was: 158 women (57%) and 118 men (43%).

Hourly Pay:

- **Our mean hourly pay is 6.11% lower for women than for men (11.6% lower for women in 2021)**
- **Our median hourly pay is 3% higher for women than for men (13.75% lower for women in 2021)**

Pay Quartiles:

- **Lower quartile (lowest earners) is 35% men (27% in 2021) and 65% women (73% in 2021)**
 - And mean hourly rate is 0.04% lower for women than men (0.5% higher for women in 2021)
- **Lower middle quartile is 46% men (41% in 2021) and 54% women (59% in 2021)**
 - And mean hourly rate is 0.05% lower for women than for men (4.0% higher for women in 2021)
- **Upper middle quartile is 42% men (42% in 2021) and 58% women (58% in 2021)**
 - And mean hourly rate is 0.25% higher for women than for men (0.75% higher for women in 2021)
- **Upper quartile is 48% men (47% in 2021) and 52% women (53% in 2021)**
 - And mean hourly rate is 0.3% lower for women than for men (0.72% lower for women in 2021)

Bonuses:

- **Mean bonus pay is 15% lower for women than for men (39% lower for women in 2021)**
- **Median bonus pay is 37% lower for women than for men (51% lower for women in 2021)**
- **33% of men (2.7% in 2021) received a bonus and 43% of women (5.8% in 2021) received a bonus**