

*daylesford*

GENDER PAY GAP

2024



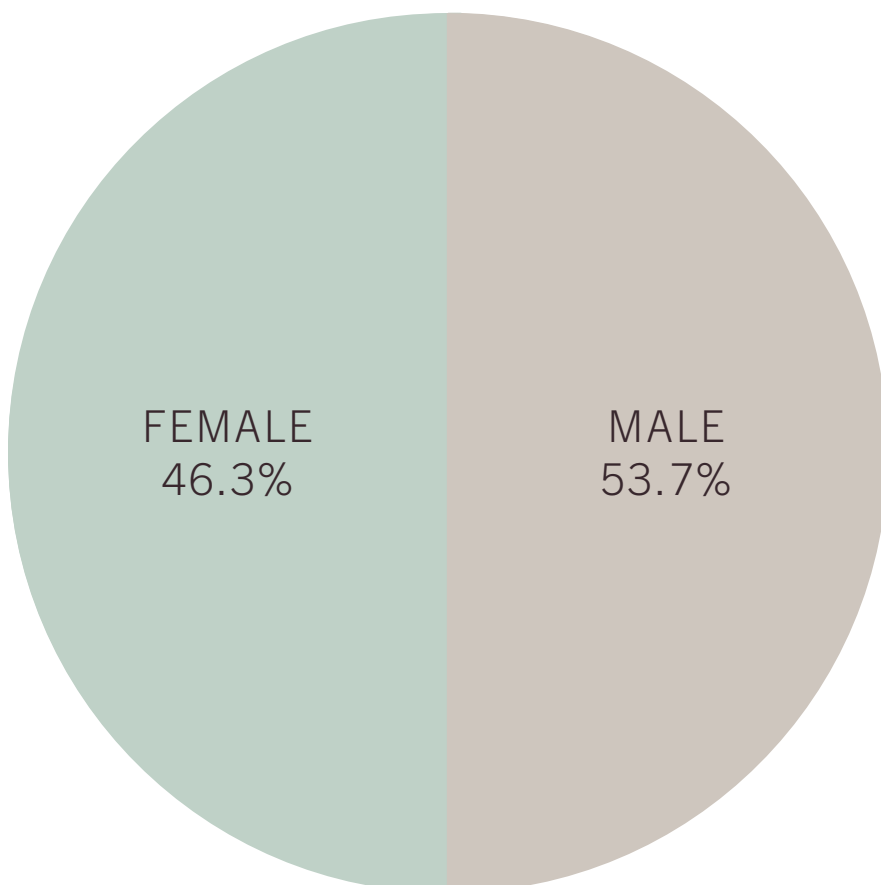
At Daylesford Organic Limited we are committed to a balanced workforce, treating our employees fairly and with opportunities for everyone.

## THE GENDER PAY GAP REGULATIONS REQUIRE THE REPORTING OF:

- The differences between male and female mean and median pay, and mean and median bonus pay
- The distribution of genders within four pay band quartiles
- The proportion of men and women receiving bonus pay in a year

All organisations with 250 or more employees are required to publish these statistics.

## PROPORTION OF FEMALES AND MALES IN OUR WORKFORCE



At the snap shot date, we had a close split of male and female employees in the business.

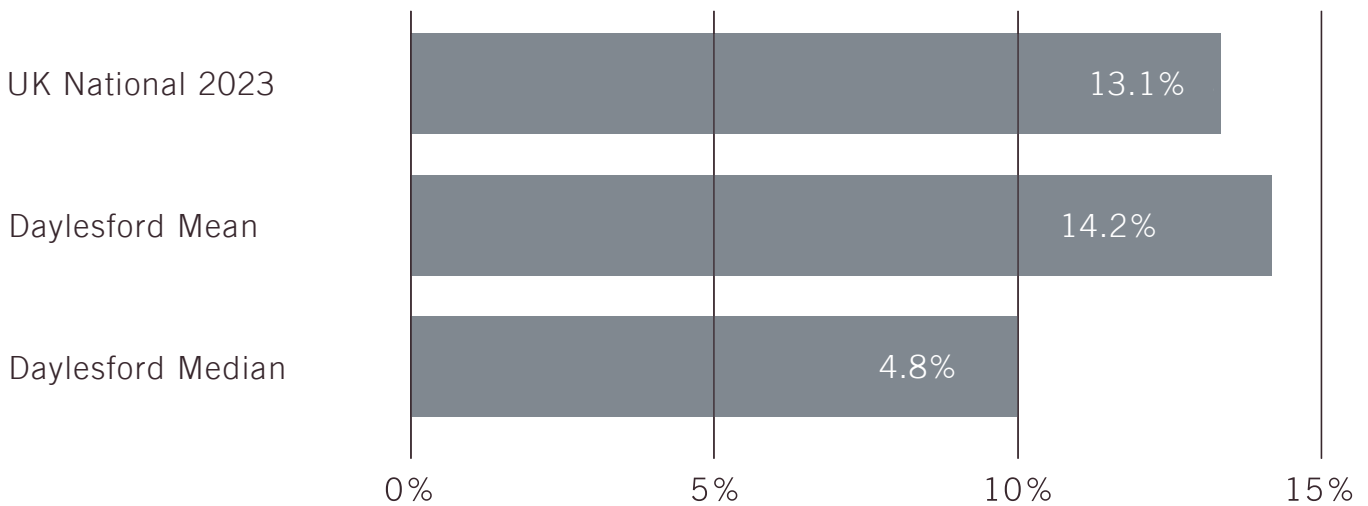
# GENDER PAY GAP AND GENDER BONUS GAP

(Difference between Men and Women)

	MEAN	MEDIAN
HOURLY PAY	14.2%	4.8%
BONUS PAY	-8.5%	-16.0%

## DAYLESFORD ORGANIC COMPARISON TO THE UK'S NATIONAL GENDER PAY GAP

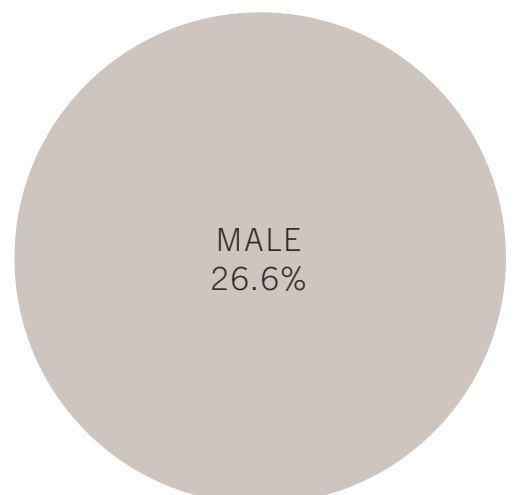
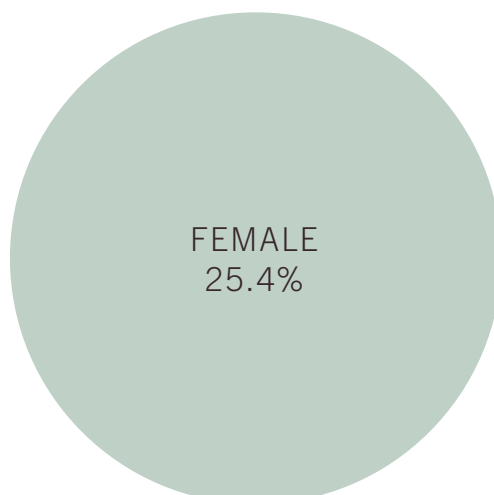
For comparison, the UK's national gender pay gap is below Daylesford Organic's figure.



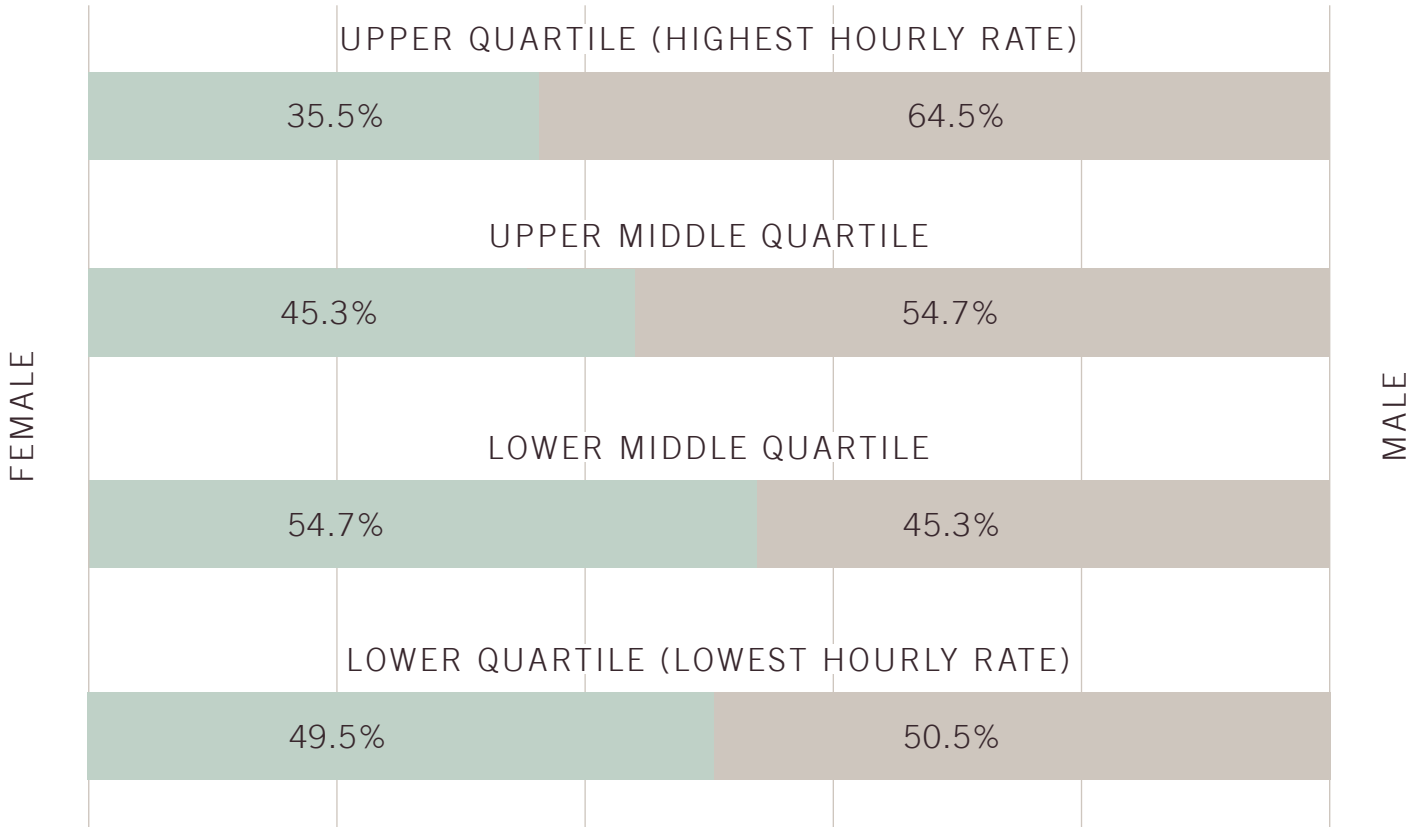
## PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS

Just over a quarter (26%) of our employees received a bonus\*

\*Bonus payments are not applicable to those working their notice or with less than 3 months service, regardless of position.



# PAY QUANTILES



I confirm that the above pay gap calculations are accurate

JODY MOUNTFORD, PEOPLE DIRECTOR

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