

daylesford ORGANIC

GENDER PAY GAP
2023



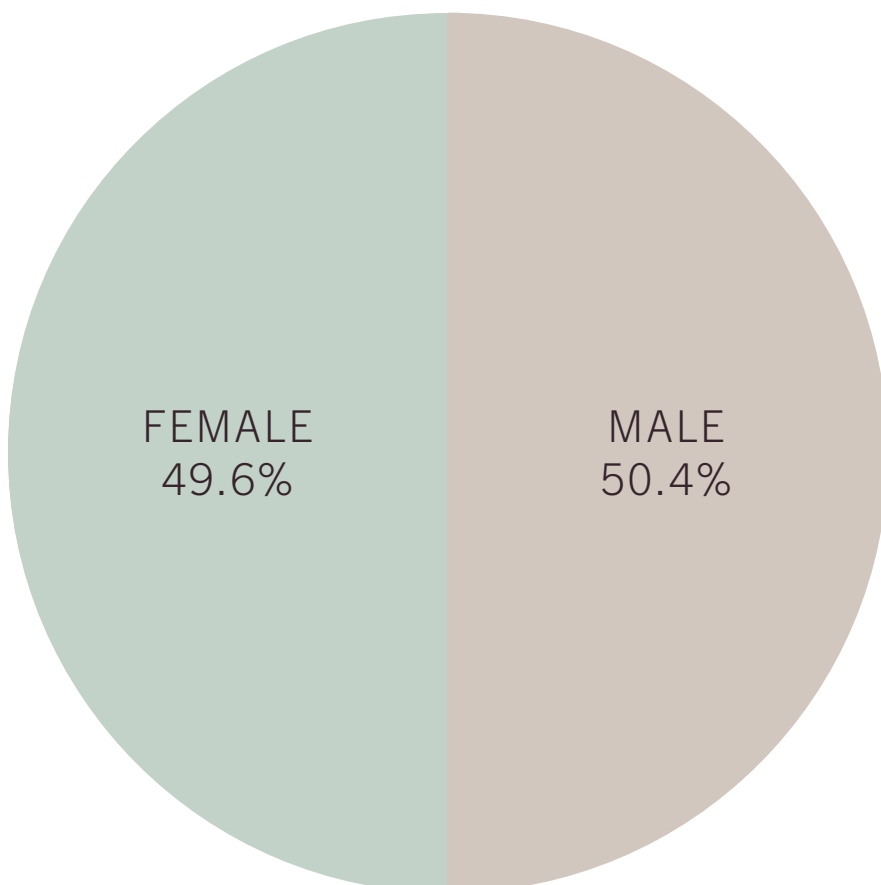
At Daylesford Organic we are committed to a balanced workforce, treating our employees fairly and with opportunities for everyone.

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.

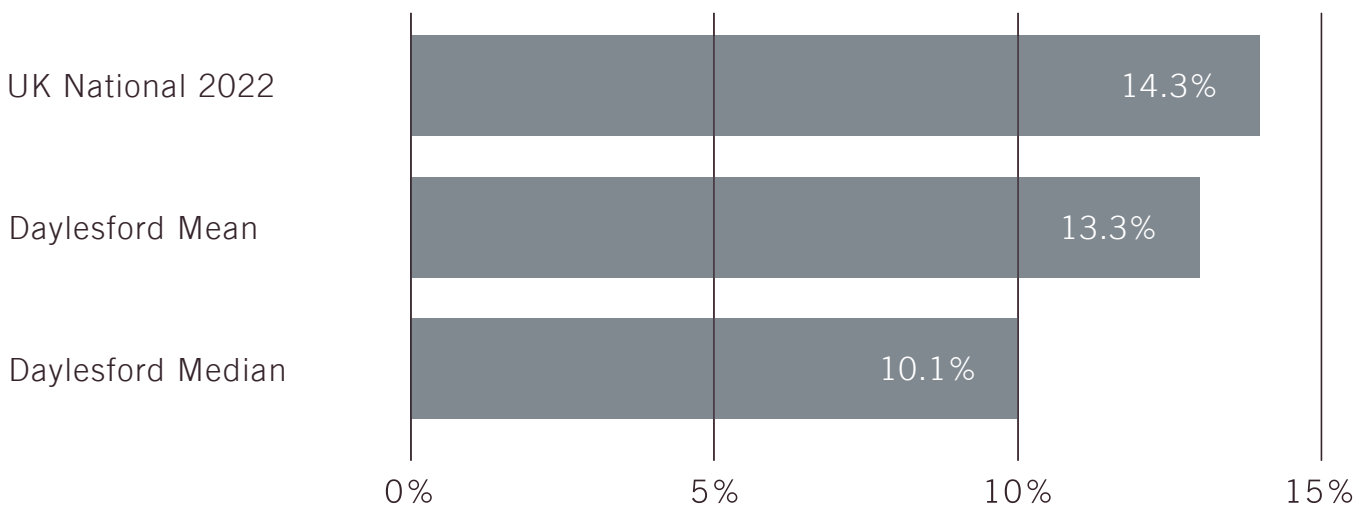
GENDER PAY GAP AND GENDER BONUS GAP

(Difference between Men and Women)

| | MEAN | MEDIAN |
|------------|-------|--------|
| HOURLY PAY | 13.3% | 10.1% |
| BONUS PAY | 28.6% | 63.6% |

DAYLESFORD COMPARISON TO THE UK'S NATIONAL GENDER PAY GAP

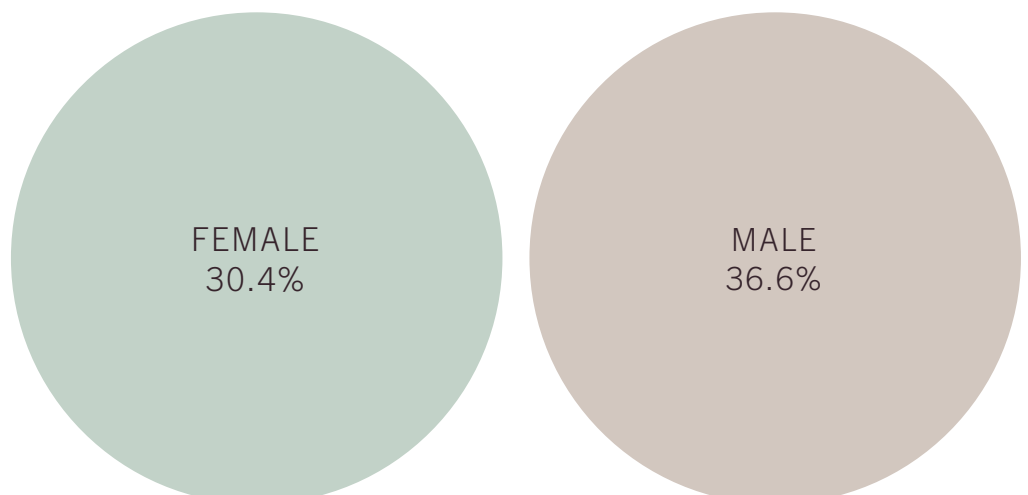
For comparison, the UK's national gender pay gap is above Daylesford's figure.



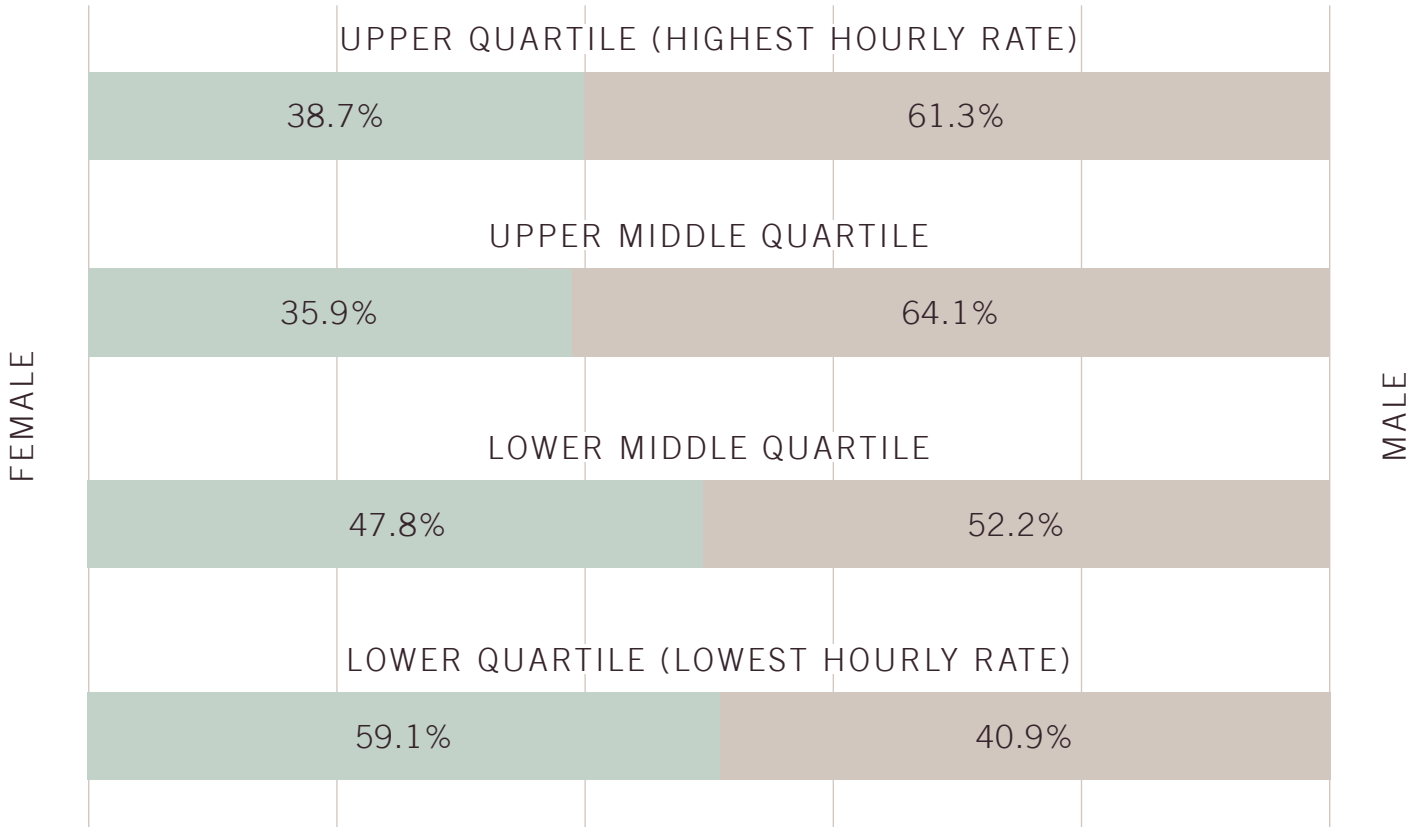
PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS

Over a third (33.7%) 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 QUARTILES



I confirm that the above pay gap calculations are accurate

NICK FLETCHER

CEO DAYLESFORD ORGANIC LTD

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