

GENDER PAY GAP REPORTING

SNAPSHOT DATE 5 APRIL 2025

Women's hourly Salary		Women's bonus pay is		Who received bonus pay	
5.64%	7.32%	37.35%	-19.43%	10.64%	8.62%
Lower	Lower	Lower	Lower	Of men	Of women
(mean)	(median)	(mean)	(median)		

PAY QUANTILES

How many men and women are in each quarter of the employer's payroll.

Lower		Lower Middle		Upper Middle		Upper	
Men	34%	Men	33%	Men	67%	Men	45%
Women	66%	Women	67%	Women	33%	Women	55%

OUR ACTION PLAN

Our gender pay gap is largely driven by role distribution and pay structures.

Operational roles have standardised pay, meaning small differences in gender mix can affect quartile positioning and median figures. We also see a higher proportion of men in warehouse roles, which attract additional payments such as forklift allowances, and a higher proportion of women in cleanroom roles.

Representation at senior levels is more balanced, with women well represented in the upper quartile.

Our approach

- Fair pay: Structured pay frameworks, annual pay reviews and external benchmarking
- Inclusive recruitment: Broad outreach including Disability Confident, Armed Forces Covenant, Jobcentre and platforms such as Mumsnet
- Ongoing monitoring: Regular review of workforce composition and the impact of allowances on pay outcomes
- Retention and support: Benefits, wellbeing support and flexible working where possible

Focus for the next 12 months

- Monitor gender distribution across operational and warehouse roles
- Review the impact of allowances on pay outcomes
- Maintain inclusive recruitment practices
- Continue consistent pay review and benchmarking

Measuring progress

We will track our gender pay gap annually alongside workforce data to ensure a fair and evidence-based approach.