

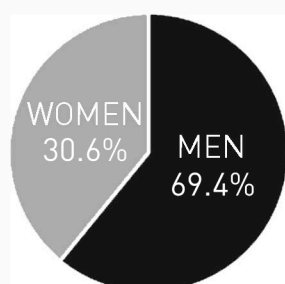
Gender Pay Gap Report 2022-23



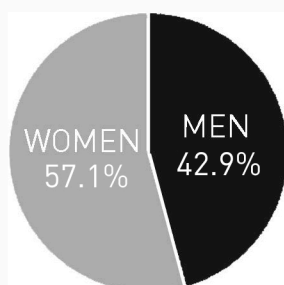
As a company we are committed to building a culture of acceptance and inclusion and bringing purpose to work. We have been working hard to improve our workplace and ensure it is a company where everyone feels at home. Our ethos is to do the right thing.

Percentage of men and women in each hourly pay quarter

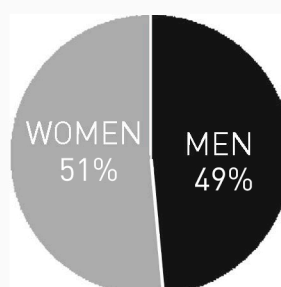
Upper hourly pay quarter



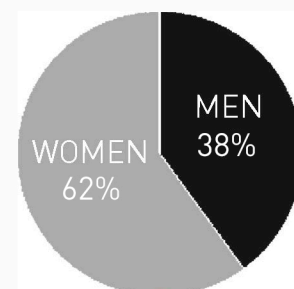
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter



In 2022 the median gender pay gap increased slightly to 11.0% (2021 – 10.5%) and the percentage of females in the upper pay quartile also went down. These changes were caused by a relatively small number of changes at the middle and senior management levels. Our headcount was under 250 at the snapshot date and we are therefore continuing to report on our Gender Pay Gap voluntarily.

Mean and Median gender pay gap using hourly pay		Percentage of men and women who received bonus pay		Mean and Median gender pay gap using bonus pay	
Mean	28.8%	Men	76.8%	Mean	86.5%
Median	11%	Women	80.6%	Median	0%

In the past year we have further analysed our gender pay gap and found that the primary cause is the over-representation of males at the most senior levels (top 10% of the pay distribution). There were no significant differences in the proportions of each gender found at different pay grades working in production, and in the period reviewed more females were promoted than males. Since this report's data was collated, we have significantly improved our pay offer at lower levels in the organisation to help our employees with the cost of living which will have disproportionately benefitted females.

We continue to promote flexible working within the organisation where roles allow and to work on our learning and development plans, and in the next year will be working on our longer-term plans to reduce the pay gap.

I confirm that the information published above is accurate



David Collard, CEO

The Bart Ingredients Co. Ltd.